

Bowls Scotland Equality, Diversity, and Inclusion Working Group - Terms of Reference

Purpose of the Group

This operational group will discuss, and action matters pertaining to equality, diversity, and inclusion in the sport of lawn bowls, including but not limited to:

- Reviewing and contributing towards the implementation of the Bowls Scotland Equality Action Plan.
- Contributing to Bowls Scotland achieving the 'Moving to Inclusion Framework'.
- Support equality, diversity and inclusion projects and programmes within Lawn Bowls.

In line with Bowls Scotland's culture and values of Teamwork, Inclusion, Integrity, Clarity and Ambition the group will work towards achieving the strategic objectives outlined in the Bowls Scotland 2024-2028 Strategy.

Term of the Group

Terms of Reference is effective from 1st January 2024 to 1st January 2026 or as mutually agreed by all parties. It is the responsibility of Bowls Scotland's Equality, Inclusion and Welfare Manager to update the terms of reference. The terms of reference will be updated every 2 years.

Membership of the Group

The group is made up of:

- Bowls Scotland's Equality Champion on the Board.
- Bowls Scotland Equality, Inclusion and Welfare Manager – staff member.
- Minimum four members, representative of our bowling community.
- Additional individuals may be invited to attend the group in advisory positions.
- Members will commit to attending all scheduled working group meetings.

**The makeup of the group will be reviewed and agreed annually.*

Roles and Responsibilities

- Contribute constructively to the work of the Bowls Scotland Equality & Diversity Group with the aim of ensuring lawn bowls is a modern sport, accessible for all.
- Review and contribute towards the implementation of the Bowls Scotland Equality Action Plan.
- Contribute to Bowls Scotland progressing and maintaining the Equality Standard for Sport.
- Support equality and diversity projects within lawn bowls.
- Engage with experts where required to develop equality and inclusion in lawn bowls.
- Engage with clubs, coaches, players, partner organisations and other stakeholders in furthering equality and inclusion in lawn bowls.
- Act as an ambassador for Equality in Bowls Scotland promoting and embodying Bowls Scotland's culture and values at all times.

Meetings

- Meetings will be held quarterly, virtually via Zoom.
- The meeting must have at least one third of total membership to be deemed quorate.
- Meeting agendas and supporting documentation will be prepared and issued in advance of all meetings by Bowls Scotland staff.
- A record of all meetings will be taken by BS staff and circulated to group members and the Bowls Scotland Board.