

Bowls Scotland

Disability Development Plan 2024-2028



Introduction

Our vision is 'Bowls – at the Heart of Your Community.'

Together with our clubs, our mission is to ensure bowls is the heart of your community by supporting the development of our clubs; implementing good governance across our game; supporting players to achieve their full potential; removing the barriers that restrict participation; promoting a positive and modern image of our sport.

The way we work is important in achieving our priorities and these are shown in our values of **Teamwork; Inclusion; Integrity, Clarity, and Ambition.**

Setting The Scene

Bowls Scotland is one of the biggest participation sports in Scotland with over 800 member clubs and 50,000 members. We are committed to ensuring bowls is a diverse and accessible sport with a key strategic outcome in the new Bowls Scotland Strategy to ensure our sport champions diversity, inclusion, and accessibility.

In March 2024, Bowls Scotland recruited a part-time Disability Development Officer to oversee the delivery of a Disability Development Plan in partnership with key stakeholders to provide quality opportunities and increased participation at all levels for children, young people, and adults with disabilities. With a focus on finding and keeping members, developing the support network of coaches and volunteers, and creating quality and accessible club environments. The creation of this four-year Disability Development Plan is to ensure the key strategic priorities are achieved in relation to diversity and inclusion.

The Disability Development Plan will be updated on an annual basis using Red Amber Green (RAG) Rating to help mark progress.

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Strong And Sustainable Clubs	Action	Timescale
Long Term Outcomes (By 31st August 2028): <ul style="list-style-type: none"> • Increase percentage of Bowls Scotland players with a disability by five percent. • Disability inclusion and safeguarding fully embedded within the BowlsMark Club Accreditation Scheme. • 25% of all Try Bowls events are inclusive. • Increase the percentage of staff workforce with a disability to six percent by 2028. • Embed bowls within the Scottish Disability Sport Para Sport Festivals. 	Increase number of clubs using the online Inclusive Club Resource to be linked with BowlsMark targets.	Annually
	Try Bowls Activators upskilled in Intro to Para Coaching Award at the earliest opportunity.	Annually
	Increase the number of relationships with organisations supporting individuals with disabilities to deliver “Try Bowls” with links to local clubs with the aim of one per calendar year.	Annually
	Bowls Scotland volunteers educated in disability inclusion where appropriate, in partnership with education providers skilled in this area.	Annually
	Increase number of qualified coaches with a disability across all level’s country wide.	Annually
	Continue to provide subsidy for coaches and volunteers with a disability to access coach education courses.	Annually
	Increase the number of club profiles highlighting disability inclusion with the goal of four per calendar year.	August 2025
	Survey clubs to identify members with disabilities, including range of disabilities, age, and geographical location.	Y1
	Establish Baseline Data and publish a snapshot of the disability landscape – Membership; Coaching; Volunteers; Staff and Board.	Y2
	Increase Try Bowls events that are disability inclusive.	Y2

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Strong and Sustainable Clubs (Continued)	Action	Timeline
 <p>Two men stood on a bowling green. One wears a black shirt and trousers, the other a white and blue shirt with white trousers holding a bowls specific walking stick.</p>	Bowls to be included in Scottish Disability Sport Para Sport Festivals, supported by Try Bowls Activators with links to local clubs once set up.	Y2
	Review current education courses to consider if they are accessible to people with disabilities. Review to look at all aspects of education courses from advertisement, booking process, host venues and course content/materials.	Y2
	Review BowlsMark to ensure disability inclusion is embedded throughout with introduction of disability inclusion training for BowlsMark clubs.	Y3
	TBA's deliver at least one disability focussed event in partnership with clubs in their region.	Y3
	Implement a reasonable adjustments policy for any education course delivered by Bowls Scotland (online and in-person).	Y3
	Publish our commitment to reasonable adjustments within an education setting.	Y3

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Modern and Progressive Sport	Action	Timescales
Long Term Outcomes (By August 2028): <ul style="list-style-type: none"> Bowls Scotland to achieve Disability Confident Employer scheme level. Disability accessibility checklist embedded in all aspects of the organisation. Increase representation of people with a disability at board level and subgroups. 	Creation of reasonable adjustments best practice for clubs.	Y1
	Collate data of current members with a disability of subgroups/volunteering positions over the coming year.	Y1
	Implement mental health support at para/disability events (quiet space, access to resources).	Y2
	Increase recruitment of disabled people onto subgroups/key volunteering positions where suitable.	Y2
	Explore the possibility of a partnership/working relationship with Scottish Bowlers Fellowship.	Y2
	Collaborate with external partners to promote more opportunities for disability inclusion.	Y2
	Actively recruit a person with a disability who has the necessary skills and experience to join the Bowls Scotland Board of Directors to ensure representation in this underrepresented area.	Y3

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A Diverse and Accessible Sport	Action	Timescale
Long Term Outcomes (By August 2028): <ul style="list-style-type: none"> Continue to ensure Bowls Scotland imagery represents people with a disability. Bowls Scotland national events are inclusive and disability friendly. Increase the voice of bowlers with a disability to help strategic and operational decisions. 	Continue to ensure 15% of imagery represents people with a disability to ensure visibility.	Quarterly reporting
	Ensure that para/disability events receive a proportionate amount of advertisement and exposure, comparable to Men's, Ladies, U25 and Youth events.	Y1
	Conduct a Disabled Accessibility Review of Bowls Scotland National Championships (areas to improve e.g. park & ride, toilet & changing facilities, marquee access, catering, spectators viewing area).	Y1 (Nationals 2025)
	Introduction of bowling aids to be available at Bowls Scotland para competitions.	Y2 (Nationals 2026)
	Explore the inclusion of bowlers with a learning disability in National Championships.	Y2
	Euans Guide style promotion on accessing Northfield.	Y2
	Create annual opportunities to provide feedback on the format/structure of events, venues, and opportunities for added events out with the current calendar.	Y2
	Share imagery of individuals with a disability and individuals that do not have a disability playing together at grassroots level with images shared by clubs and partner organisations.	Y2 onwards
	Explore the inclusion of bowlers with learning disabilities in Podium Pathway & Home Nations.	Y4