



English Indoor Bowling Association Ltd

Inclusion, Diversity and Equity Policy

March 2026

1 DEFINITIONS

“Eligible Impairments”

agreed group of functional restrictions impacting on the performance of a sport, including physical and mental impairments.

“gender-affected sport”.

A sport is a gender-affected sport if the physical strength, stamina or physique of average persons of one gender would put them at a disadvantage to average persons of the other gender as competitors in events involving the sport

“National competition and local competition”

any event that leads to world

and/or British Isles and/or national and/or county and/or district and/or club finals; and any national, county and district leagues

“International competition”

any event at international level; examples include but not limited to Test Matches, British Isles, World Bowls and Commonwealth Games)

“local, intra-club and friendly competition” any event any other activity other than that described in ‘International Competition’ and ‘National Competition and local competition’

2 INTRODUCTION

Flat green bowls is an inclusive sport committed to encourage all to play and provide accessible facilities and appropriate meaningful competitive environments.

Bowls is a sport affected by a number of factors, including but not exclusively:- age, gender, physical or mental disabilities. Any competition structure will make adequate provision for appropriate participation.

Bowls facilities will make adequate provision of changing and toilet facilities to cater for their needs with due consideration of any legal requirements, safeguarding, privacy dignity or respect issues and accessibility features.

The bowling community is committed to reflect the membership of society allowing all to participate and feel respected able to give their best.

3 POLICY AIMS & OBJECTIVES

This policy identifies the legal and practical framework within which bowls must operate to provide respect, fairness and the prevention of abuse and discrimination for all of our players, officials, members, and spectators.

4 LEGAL FRAMEWORK

4.1 UK Legislation provides a framework within which the sport of bowls must operate.

- The UN Convention on the Rights of the Child 1989
- The Children Act 1989 and 2004.
- Gender Recognition Act 2004
- Equality Act 2010
- Care Act 2014
- Data Protection Act 2018
- Working Together to Safeguard Children 2018 and 2023.
- Supreme Court Ruling EHRC 2025

4.2 The sport of Bowls has a duty to prevent unlawfully discrimination as a result of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

Further clarification of the impact of gender assignment and identification has been given in the EHRC Supreme Court 2025 ruling.

5 POLICY

5.1 All EIBA affiliated clubs commit to

- creating a safe and welcoming space for all players,
- To ensure that all individuals will be able to take part in bowls without fear or harassment.
- Provide facilities and competition structures that club members and visitors will be able to enjoy our sport and feel comfortable in the environment it provides.

- Avoid all forms of unlawful discrimination including
 - benefits of membership
 - terms and conditions of membership
 - dealing with grievances and discipline
 - Safeguarding issues
 - Accessibility of facilities
- Notify any change of registered player details as required by EIBA policy.
- Provide toilet and changing facilities to preserve appropriate privacy and dignity for users including the designation of unisex or 'accessible' facilities

5.2 All EIBA registered competition organisers commit to

- Provide "Open" competition categories
- Provide a competition framework sufficient to allow fair and equitable participation mindful of characteristics which impact the performance of the sport providing restricted entry competitions
 - Age
 - Physical limitations e.g. sensory or physical impairments
 - Mental impairments
 - Gender
- Provide clarity on the composition of mixed teams in respect to any limitations in terms of
 - Age
 - Physical limitations e.g. sight, hearing, other physical impairment
 - Mental impairment
 - Gender (noting that competitors may only compete as their birth assigned gender not identified gender) after the age of 14

6 CLUB MEMBERSHIP AND NON-COMPETITIVE ACTIVITY

6.1 If an existing club member needs to change their competitive qualification category (including gender) already listed on the membership record they will be required to notify the NGB of a change of in line with the specified process, which will be recorded by the NGB.

A member's registered self-identified gender identity cannot be changed mid-season, but we encourage members who socially transition to note they may only compete in their birth identified gender category .

Members can take part in any NGB sanctioned non-competitive activity in non-designated or open play. All members should be treated with respect at all times and if concerns are reported relating to the acceptance of any members in any activity, the matter should be referred to us in line with our Disciplinary Regulations.

7 COMPETITIVE ACTIVITY

7.1 All players are eligible for "Open" or "mixed" competition entry, (latter as birth gender designation in gender designated team composition).

7.2 Specific provision is made for the provision of fair, equitable and meaningful competition for players with conditions affecting the performance of the sport. Recognised classification and evaluation processes are in place to group players with similar impairments according to the International Standard for Eligible Impairments.

7.3 The Gender Recognition Act 2004 makes specific provision for sporting organisations to potentially prohibit or restrict a person with an acquired gender from competing in an event or events involving a gender-affected sport. (see definitions) The sport of bowls is a gender-affected sport. Applications from any trans or non-binary member who seeks to compete in a single gender category differing from their assigned gender are not compliant with Supreme Court ruling.

7.3.1 International competition

- Notify your NGB of a change of gender identity in line with the specified process. The information will be recorded by your NGB.
- This gender identity cannot be changed for a minimum of 4 years.

7.3.2 National competition and local competition

- Notify your NGB of a change of gender identity in line with the specified process. The information will be recorded by your NGB. The confirmation of change on gender identify will be shared with any County Association (if applicable) that the participants club is affiliated to.
- A member's gender identity cannot be changed mid-season, but we encourage members who socially transition to note they may only compete in their birth identified gender category .

7.3.3 Other local, intra-club and friendly competition

- Notify EIBA of a change of gender identity in line with the specified process. The information will be recorded by EIBA.
- A member's gender identity cannot be changed mid-season, but we encourage members who socially transition to note they may only compete in their birth identified gender category.

Last Reviewed:

March 2026

Next Review Date:

March 2027