

Tenpin Bowling Association of Queensland

GENDER EQUITY POLICY.

Title: Gender Equity Policy (Sport)	
Policy No: 4/2023	Version: 1
Effective Date: April 2023	Approved Date: May 2023
Revision Date: April 2024	Approved by:

1. PURPOSE

Ten Pin Bowling Association Queensland (TBAQ) recognises that its participants, coaches, employees, and key stakeholders come from diverse backgrounds, with varying experiences and needs. We are committed to ensuring that gender equality, diversity and inclusion are embedded across all areas of our Sport.

TBAQ actively promotes fairness, respect, gender equality, diversity, inclusion, and engagement and is committed to continuous improvement.

Through our policies and fulfilment of our legal responsibilities, TBAQ is committed to promoting equality and fairness combating discrimination. This applies to everyone, regardless of their gender, family status, sexual orientation, religion, age, disability, race (includes race, colour, nationality or ethnic or national origins).

2. SCOPE

Gender Equality imposes rights and responsibilities on the **TBAQ**:

- Board of Directors
- Executive / CEO
- Managers & Supervisors
- Employees
- Contractors
- Volunteers
- Participants

3. RESPONSIBILITIES

3.1 Employees and Related Personnel –

Responsibility to uphold the principles and commitments of this policy in their behaviour and working practices.

3.2 Managers & Supervisors –

Ensure that all TBAQ personnel understand and comply with this policy, employees have the necessary skills and attitudes to effectively implement this policy.

3.3 Executive / CEO

Holds the TBAQ leadership team accountable to this Policy and ensure the review of this Policy is scheduled in the Board agenda at least every two (2) years.

3.4 TBAQ Board –

Ensure the TBAQ Board work enhances gender equality in all that it does and ensures a review of this Policy every two (2) years.

4. MANAGEMENT AND DELIVERY OF THIS POLICY

TBAQ is committed to achieving the *‘National Policy Framework for Women & Girls in Sport 2030’* vision of *‘Equality for ‘Women & Girls in Sport’* through the 10 key principles.

4.1 Equity to Achieve Equality in Sport

TBAQ will ensure the allocation of resources and delegation of power and responsibility is allocated fairly without discrimination based on gender identity. The allocation will address any inequitable balance in the benefits available to girls and women and boys and men.

TBAQ will make every effort to align with the vision of the *‘National Policy Framework for Women & Girls in Sport 2030’*.

4.2 Developing Appropriate Places and Spaces

TBAQ will ensure that any planning, design, and management of facilities will appropriately and equitably meet the needs of girls and women in our community.

4.3 Increasing Participation in Junior and School Sport

TBAQ will ensure the provision of an equitable range of opportunities and experiences which incorporate the values, attitudes and aspirations of girls and young women in programmes to develop physical fitness and basic sport skills.

4.4 Developing Participation and Pathways

TBAQ will ensure there are opportunities and programmes to provide and promote activities which meets girls and women's needs and aspirations.

4.5 High Performance Sport

TBAQ will ensure there are equitable opportunities for girls and women to reach their sports performance potential by ensuring all activities and programmes take account of the specific needs of female athletes.

TBAQ will ensure that the support to elite/professional athletes will allow for competition opportunities, payments, prize money, recognition, sponsorship, promotion, and other forms of support fairly and equitably to women and men.

4.6 Leadership and Decision Making

TBAQ will ensure its policies, programs and design structures that are developed to increase the number of women coaches, advisors, decision makers, officials, administrators, and sports personnel at all levels will give special attention to recruitment, development, and retention.

4.7 Education, Training and Development

TBAQ will ensure that any processes and experiences presented to coaches and other sport personnel will address issues relating to the needs of female athletes, equitably reflect girls and women's role in sport and take account of girls and women leadership experiences, values, and attitudes.

4.8 Sporting Insights, Research and Knowledge Sharing

TBAQ will ensure that any policies, standards, and programs that are developed are reflective to research on girls and women.

4.9 Collaboration

TBAQ will ensure that any programs and resources are focused on advancing girls and women in sport and good practice examples are shared across jurisdictions.

4.10 Promotion

TBAQ will actively promote equality and embrace the diversity and ability of girls and women throughout media.

5. MONITORING & EVALUATION

TBAQ will systematically evaluate the extent as to which is this policy is having the desired impact through the areas outlined above. Information gathered through complaints, grievances, disciplinary or other appropriate processes and will be analysed where this information is available, to identify any trends. Where any negative trends are identified, these will be investigated fully, and recommendations made to the Board of Directors.

6. REVIEW CYCLE

Responsibility for the review of this policy sits with the TBAQ Board as outlined above and a formal review will be completed every two (2) years.

Additionally, an interim review would be conducted in the following circumstances:

- A change is made to relevant legislation.
- The investigation into a negative trend indicates a review of this policy is appropriate.
- An external review identified the need for a policy review.

END

