

Yorkshire Contract Bridge Association

Diversity Inclusion and Equality Policy

Introduction

The YCBA has established a committee whose sole focus will be to investigate and establish what is considered best practice in managing issues of diversity, inclusion, and equality. Its work will include the collection of information and the offers of advice, guidance, and support both for YCBA activities and to the management of its affiliated clubs.

This policy reflects the EBU Best behaviour at Bridge * and their commitment to the principle of equality of opportunity as reflected in the YCBA constitution. This states that the EBU considers it a fundamental principle that anyone wishing to participate in duplicate bridge, whether as player, official or in any other capacity, should be able to do so in a safe and welcoming environment, and not be subject to less favourable treatment on the grounds of gender, age, race, disability, ethnic origin, sexual orientation, religious or political belief or social class than any other person.

We will develop a focus on inclusion, not exclusion, and aim to provide appropriate advice to members to ensure that everyone can participate as fully as possible.

We will seek to ensure that we comply with the [Equality Act 2010](#) and the characteristics protected by it (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity) and encourage and guide our members to do so. We will seek to include everyone regardless of whether they have a protected characteristic or not.

This policy shall apply to the YCBA, its affiliated clubs, its members, associates, potential members and visitors.

This Policy is a living document and will be reviewed by the Diversity Inclusion and Equality Committee annually or whenever there is a major change in the law or a significant shift in public perceptions of diversity.

* The standards of behaviour set by the EBU which are stated in the Best Behaviour at Bridge document can be found at section 1.5.1 of the White Book and is attached to this policy.

Our commitment is to provide an environment where everyone feels:

- Welcome
- Represented
- Included
- Able to participate
- Safe and free from discrimination, bullying and harassment.

Aims

The aims of this Policy are:

To promote the development of knowledge and understanding of disability, equality, and inclusion amongst our members through appropriate guidance and training.

To promote the expected standards to which members should adhere. We will support the integration of an inclusive practice by our members and all our/their programmes and activities.

To explore growing and sustaining the numbers of people from under-represented groups participating within our member clubs and promote their inclusion within YCBA wherever possible and in accordance with the provisions of the Equality Act.

To promote close working partnerships with relevant groups and organisations.

To support the development of inclusive practices within our association and affiliated clubs. To adopt inclusive practices within our competition and events.

Commitments

We are committed to eliminating discrimination by reason of age, gender, gender reassignment, sexual orientation, race, nationality, ethnic origin, religion or belief, ability, or disability and to encourage equal opportunities

We will not tolerate discrimination, harassment, bullying or victimisation and ensure under-represented groups are given the opportunity to participate in all aspects of YCBA.

We will be responsible for setting recommended standards and values to apply wherever bridge is played or at any event or activity attended under the auspices of YCBA. This shall be for play at every level, as bridge should be enjoyed by everyone who wants to play the game.

We are committed to the prompt investigation of any complaints of discrimination on the above grounds, once they are brought to our attention. Any complaints should be brought to the attention of the Chair or Secretary of the YCBA by email. Complaints will be dealt with in an impartial manner and where the complainant is dissatisfied with any decision there will be a right of appeal.

We will provide a welcoming environment by thinking positively about how we can include people rather than focusing on potential barriers to participation.

We will consider how YCBA is promoted. For example, by providing information in formats which are accessible.

We will encourage people to contact us to discuss their needs and requirements, to facilitate inclusion and ensure that we consider what reasonable adjustments could be made to enable them to participate.

We will, so far as is reasonably possible, consult with relevant groups and with individuals about their needs and requirements. We will not make assumptions but will try to speak to people about the reasonable adjustments they believe might be made to enable them to participate and to discuss how these could be implemented.

We will develop the knowledge and understanding of our members, concerning disability, equality, and inclusive practice by providing appropriate guidance and training.



BEST BEHAVIOUR AT BRIDGE



Bridge is an extremely enjoyable game. Courteous behaviour is an exceptionally important part of that enjoyment. The EBU is committed to the principle of equality of opportunity. It considers it a fundamental principle that anyone wishing to participate in duplicate bridge, whether as player, official or in any other capacity, should be able to do so in a safe and welcoming environment, and not be subject to less favourable treatment on the grounds of gender, age, race, disability, ethnic origin, sexual orientation, religious or political belief or social class than any other person.

This guide serves as a brief reminder of how to behave at the bridge table, whether face-to-face or online. We are sure that all players naturally follow this code of conduct but there are times when concentration and pressure can take their toll and it is for these situations that we issue this as a reminder.

- Greet others in a friendly manner prior to start of play on each round.
- Be a good “host” or “guest” at the table.
- Make your system card readily available to your opponents and fill it out completely.
- Respond promptly to reasonable and justified enquiries.
- Make bridge enjoyable for yourself, partner and opponents.
- Give credit when opponents make a good bid or play.
- Take care of your personal grooming.
- Ensure that your mobile phone is turned off.
- Enjoy the company as well as the game.

Remember that it is rude to criticise your partner or opponents in public, to be less than polite at the table, to gloat over good results or object to a call for the tournament director or to dispute or argue about a director’s ruling, or generally to make any personal and disparaging remark.

Please call the Director if you think you may have been affected by bad behaviour. You will be helping others as well as yourselves.

As in all games that are governed by rules and regulations, bad behaviour will be penalised.

If a player at the table, whether face-to-face or online, behaves in an unacceptable manner, the director should be called immediately. Annoying behaviour, embarrassing remarks, or any other conduct which might interfere with the enjoyment of the game is specifically prohibited by Law 74A. Law 91A gives the director the authority to assess disciplinary penalties. This can include immediate disciplinary board penalties and may lead to disqualification from the current event. In addition any violation may result in a disciplinary hearing where player(s) future participation in tournaments will be considered.