

Introduction

The YCBA Management Board has recently set up separate Diversity Committee which has been tasked to investigate and establish what is considered best practice in managing issues of equality, diversity, and inclusion. In so doing its work shall 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.

Membership of the Diversity Committee currently comprises: -

- Ron Millett (Chair)
- Robin Jepson
- Ruth Kerr

It is planned that the YCBA Management Board and the Diversity Committee will also include a Board member with responsibility for women's interests and a Board member with responsibility for the interests of minority ethnic groups.

Disability Access

The Diversity Committee is keen to provide support to clubs to improve their disability access arrangements as well as their provision of information regarding these arrangements.

The Equality Act 2010 places a legal requirement on private clubs and other associations to make reasonable adjustments to allow people to become members or associates and for them and any disabled guests to participate in their activities.

In terms of the facilities that a club provides for its disabled players the YCBA would expect as a minimum that the following be provided:

- Easy access for wheelchair users and members with other mobility issues.
- Accessible toilet facilities for disabled members.
- Accessible parking spaces near the club entrance where the club has its own car park.
- Equipment to enable disabled members to play bridge as comfortably as possible such as card holders, large print playing cards, access to a hearing loop etc.
- Information regarding disability access arrangements to be displayed on club websites using inclusive language. [The following weblink provides guidance in this area - <https://gmcdp.com/terminology-and-language>]

To establish a baseline position across clubs and to better understand what support clubs might need to improve their disability access arrangements, clubs are asked to complete and return the attached template to XXXXXX by XXXXXX.

If any advice is required to assist in the completion of the attached template, the following individuals can be contacted: -

- Ron Millett
- Robin Jepson
- Ruth Kerr
- Your YCBA Club Buddy