

Safeguarding Bulletin

April 2025

This Month's Focus – Discriminatory Abuse

Discriminatory abuse is when someone is treated differently due to protected characteristics:

- Age
- Gender reassignment
- Marriage status (including civil partnerships)
- Being pregnant or on maternity leave
- Disability
- Race (including skin colour, nationality, or a person's ethnic or national origin)
- Religious belief
- Sex, and sexual orientation

Discriminatory abuse can happen in the workplace, in public settings, while using public services and in private organisations and clubs. These are examples, but this list is not exhaustive.

Examples of discriminatory abuse include:

- **Direct Discrimination.** Treating someone with a protected characteristic less favourably than others.
- **Indirect Discrimination.** Putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.
- **Harassment.** Unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates a hostile environment for them.
- **Victimisation.** Treating someone unfairly because they've complained about discrimination or harassment. (Ann Craft Trust 2025)

If you feel you have been discriminated against in your club, we encourage you to report this to your safeguarding Officer.

If you or someone close to you has experienced discrimination due to disability, outside of the sport, the Ann Craft Trust can provide advice. Call 0115 9515400

**Safeguarding is
Everyone's
Responsibility....**

Calling all Safeguarding Officers!

Are you new to the role?

Do you need some advice and guidance on how to increase awareness in your club?

If you would like to know more about the resources on offer, to support safeguarding in clubs, the BDA website has lots to offer. You can find policies, guidance and templates by following this link:

[Resources - Bowls Development Alliance](#)

If you have any questions, you can contact you NGB Lead or the BDA here:

[Useful contacts & links - Bowls Development Alliance](#)

Awareness Days



April – Stress Awareness Month

[Stress Awareness Month 2025](#)

[Resource Page - The Stress Management Society](#)

May – Mental health Awareness
Week 12th – 18th May

[Mental Health Awareness Week | Mental Health Foundation](#)

