



Management Committee minutes, 17/04/2014

Commodore Hotel, Llandrindod.

Present

Neville Richards-Chief Executive

President –Herbie Rowley

Treasurer-Fiona Noyce

Jean Hand-National Tournament Organiser

Geoff Evans-Eastern Area Representative

Paddy Murphy-North Wales Area Representative

Alan Screen-Selector

Apologies-Bob Alderdice, Phil Bowers

Minutes from last meeting. These were approved

Matters Arising

There had been some adverse comments about the WBU Yearbook and Newsletter only being available online from this year. The WBU are falling in line with many organisations to reduce the cost of printing. It was noted that most of the Yearbook consisted of many pages of masterpoint listings; if only the first two pages were printed, then printing costs would probably halve. Masterpoint listings are, of course, available on the WBU website at all times.

The Chief Executive said that to appease anyone who wanted a hard copy (printed version), then he was more than happy to provide one. Laura had, in the meantime, resigned from her position as Newsletter and Yearbook editor.

Neville also reported that Phil Bowers was willing and able to produce annual lists of masterpoint holdings for every club in Wales, based on the club where the WBU subscription was registered. The lists were to be sent to Club Secretaries.

Chief Executive's Report

WBU Holiday Congress in Portugal – So far, bookings had been received from England and Ireland but none as yet from Wales.

Tony Howarth's directors training courses had proved a success; a total of 58 people had attended courses. 18 had completed the full course, and 9 were deemed good enough to become Area Directors.

Scorecards. A scorecard for up to 60 boards is now available for downloading. A printed version would be available shortly.

Treasurer's Report

The WBU would pay the entry fee plus £100 per person for two teams to enter the Commonwealth Games Championships in Glasgow. The organisers had stipulated that only one of the teams would be eligible for a medal. This team had to be nominated in advance; subsequently, the 'medal' team would be the team that won the three team trial.

It appears that the WBU overpaid for use of the Metropole Hotel, Llandrindod, for the January Camrose weekend. A repayment was being sought.

Motion for AGM from NWBA.

A motion for the AGM had been received from NWBA. The Chief Executive was in communication with the NWBA Committee to address their concerns.

(NB. The motion was subsequently withdrawn)

Welsh Cup and Cambria Cup arrangements and Competition Rules

The CEO had produced a leaflet headed 'Amendments/Additions to Competition Rules. These changes will be incorporated into the new 'Competition Entry Book', currently being produced by Jean Hand.

A new scale of Green Points was agreed, to take into account falling entries.

<u>Welsh Cup.</u>	First Round Winners	1.25 Greens (plus incremental quarters)
	Second Round Winners	2 Greens
	Semi Final Winners	4 Greens
	Final Winners	8 Greens

<u>Cambria Cup</u>	First Round Winners	1 Green
	Second Round Winners	2 Greens
	Semi Final Winners	3 Greens
	Final Winners	5 Greens

National Pairs

60+ Pairs original entry	12, 8, 7, 6, 5, 4, 3, 2, 1
40-60 Pairs original entry	10, 7, 6, 5, 4, 3, 2, 1

Mixed Pairs

New format this year; one day final. Awards to be discussed.

Correspondence from Joan Jenkins

This covered whether players could be added to Welsh Cup/Cambria Cup teams after the quarter Finals, seemingly prohibited by the WBU rules.

This year, both finalists wished to add an extra pair for the Final. In a one-off decision, this was approved, but in future years, the rule about no extra players to be added after the quarter-final would be adhered to.

Equality Policy

Resulting from an enquiry by a member, the CEO had produced a Draft Equality Policy for adoption by the WBU. **This document is included as an attachment to these minutes, and will be available for viewing online..**

Selectors Report

Mr Screen reported that sadly, three of the five current selectors wished to stand down from their positions, namely Julian Pottage, Mike Close and Alan Stephenson; at least two of these now wished to compete in the trials.

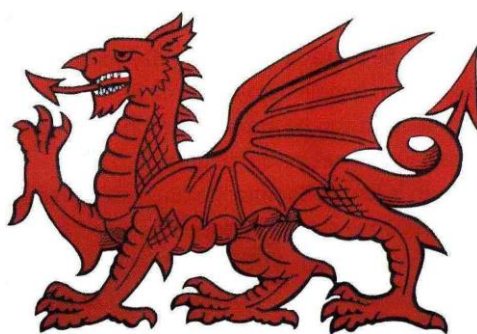
A 5 year structured plan was needed to provide assistance for the selectors regarding planning and funding for future commitments for European, Commonwealth and other prestigious events as well as the annual Camrose, Senior Camrose, Lady Milne, and, one day, hopefully, Junior Camrose. Mr Screen said that he and Paul Denning would start the process.

Any Other Business

None was forthcoming.

Date of Next Meeting

The next meeting would be the AGM at Newtown. This would be preceded by a Council meeting.



DRAFT EQUALITY POLICY

April 2014

<http://www.wbu.org.uk>

THE WELSH BRIDGE UNION

Policy Statement

In accordance with WBU Constitution the Welsh Bridge Union's Equality Policy is mandatory for all Member Area Associations, including their clubs and individual members.

Statement of Intent

The Welsh Bridge Union has a desire and a duty to provide services fairly and without discrimination. The WBU is fully committed to the principles of equality of opportunity and will devote energy and resources to the achievement of this aim. The WBU is responsible for ensuring that no participant, volunteer, or member of an Association receives less favourable treatment on the grounds of age, gender, disability, ethnic origin, race, colour, parental or marital status, social or class background, nationality, religious belief or sexual preference or political belief.

Purpose of the policy

The WBU wishes to ensure that all sectors of the community have the opportunity to participate in the sport or game of bridge. This policy has been produced to prevent/tackle any potential/current or other unfair treatment, whether intentional or unintentional, direct or indirect, against its members, employees/officers and volunteers.

Legal responsibilities

The WBU is required by law not to discriminate against employees (present or future), members and volunteers. The Welsh Bridge Union recognises its legal obligation under the Equality Act 2010, and any relevant Home Country specific legislation that the Union needs to abide by.

The WBU will seek, as necessary, legal advice each time the policy is reviewed to ensure it continues to comply with all legislative requirements.

Commitment to equality

The WBU will

Devise and implement an Equality Action Plan to ensure the intent of this policy is delivered. Consultation with Council Members and Association members will occur when reviewing the Equality Policy and Action Plan.

Educate and guide employees, members and volunteers of the WBU on the adoption and implementation of the Equality Plan. The WBU recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle under-representation.

Monitor and evaluate on a regular basis, the WBU's progress in the achievement of the aims and objectives contained within the Equality Plan.

Monitor and review the policy, practices, procedures and operational system of the WBU and keep the officers, members and volunteers informed of progress. The WBU regards discrimination as gross misconduct and any member or volunteer who discriminates against any other person will be liable to the appropriate disciplinary action.

Principles

The WBU's Equality Policy is based upon a number of principles:

All individuals have the right to participate in and enjoy playing bridge as a sport or game.

All personnel involved in bridge are responsible for creating an open and friendly environment for anyone wishing to participate in the sport or game.

Discriminatory behaviour will not be tolerated within bridge.

All allegations and incidents of discrimination or other such unfair treatment will be taken seriously and responded to swiftly in accordance with the WBU's policies and procedures.

Discrimination, harassment and victimisation

Discrimination can take the following forms:

Direct Discrimination. This means treating someone less favourably than you would treat others in the same circumstances (e.g. on the grounds of sex or race).

Indirect Discrimination. This means applying a requirement or condition which, whether intentional or not, adversely affects one group rather than the other. When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work or activity involved.

Harassment. This is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because

of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. The WBU is committed to ensuring that its members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

Victimisation. This is defined as when someone is treated less favourably than others because he or she has taken action against the WBU under one of the relevant Acts/regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour. The WBU regards discrimination, harassment or victimisation, as described above, as serious misconduct and any employee, Area Association, Officer, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

Responsibility, implementation and communication

The Management Committee Members are responsible for ensuring that this Equality Policy is followed and dealing with any actual or potential breaches. The Chief Executive of the WBU has the overall responsibility for the implementation of the Equality Policy. All volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes should be amended to include equality related tasks. The policy will be implemented immediately following ratification by Council and the Management Committee.

A copy of this document will be available to all Area Associations, members and volunteers of the WBU . The WBU will take measures to ensure that its roles within the organisation are non-discriminatory. No applicant for any role will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the role or which constitute unfair discrimination. A planned approach will be adopted to eliminate barriers, which discriminate.

The WBU will also ensure that Tournament Directors and other contractors used by the WBU can demonstrate their commitment to the principles and practice of equality and that they abide by this policy.

The policy will be communicated in the following ways:

It will be deemed to be part of the Constitution.

It will be covered in all staff and volunteer induction training

It will be included in the formal Coaching syllabus and any Selection process.

All Area Associations, Officers and members will be made aware of the policy's existence when they join.

It will be available on the Web site www.wbu.org.uk

At time of review, a mechanism will be put in place to allow all Area Associations, Officers, members and volunteers to be part of the process.

Monitoring and evaluation

Once approved, the policy will apply for three years before a formal review takes place, unless any proposal to the Management Committee, or legislative change, requires an interim review and/or amendment. The Chief Executive and the Management Committee, on a yearly basis, will review the Equality Action Plan, to ensure the intent of the policy is delivered.

Exemptions

The WBU reserves the right to limit competition or participation on health grounds to persons of a specific age, gender and/or ability group, where it is both appropriate and necessary to ensure equitably safe competition and/or practice.

Disciplinary and grievance procedures

To safeguard individual rights under the policy, an Area Association, Officer, volunteer or member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure. Appropriate disciplinary action will be taken against any Area Association, Officer, volunteer or member who violates the WBU's Equality Policy. An individual may raise any grievance and no Area Association, Officer, volunteer or member will be penalised for doing so unless it is untrue and not made in good faith. As with all grievance procedures, the final point of appeal relating to this policy is the Welsh Bridge Union Council.