



C1 — Policy Statements

Six one-page policy templates for completion and board approval

Welsh Bowls Umpires Association (WBUA)

Condition C1

Health and Wellbeing Policy Statement

Organisation name	Welsh Bowls Umpires Association
Policy approved by	Management Committee
Date approved	15 th June 2026
Date of next review	June 2027

Purpose

Welsh Bowls Umpires Association is committed to promoting the health, wellbeing and positive experience of all its members, officials and volunteers.

Scope

This statement applies to all activities, events and communications organised by or on behalf of Welsh Bowls Umpires Association

Policy statement

We recognise that physical and mental wellbeing are equally important. We will take reasonable steps to create an environment where everyone involved in our sport feels supported, respected and able to raise concerns without fear.

We commit to:

- Promote a positive and inclusive culture where wellbeing is everyone's responsibility.
- Ensure that our activities are designed and delivered with the health and safety of participants in mind.
- Signpost members and volunteers to appropriate support where concerns about wellbeing are identified.
- Take any concerns about health and wellbeing seriously and respond in a timely and compassionate way.
- Review this statement annually and in light of any significant incident or change in guidance.

Breach of this policy

Any breach of this policy will be taken seriously and dealt with in accordance with our disciplinary procedures. Serious breaches may be referred to BowlsWales.

Review

This statement will be reviewed annually by Welsh Bowls Umpires Association

Approved by: Management Committee Date: 15th June 2026

Condition C1

Hospitality and Gifts Policy Statement

Organisation name	Welsh Bowls Umpires Association
Policy approved by	Management Committee
Date approved	15 th June 2026
Date of next review	June 2027

Purpose

Welsh Bowls Umpires Association is committed to maintaining the highest standards of integrity and transparency in all its activities.

Scope

This statement applies to all Officers, Committee Members, Members and volunteers acting on behalf of Welsh Bowls Umpires Association.

Policy statement

Individuals must not accept any gift, reward or benefit from any sponsor, member, club or external organisation that could be seen to influence their decisions or actions in their official role. The only exceptions are isolated gifts of a trivial nature (such as a pen or diary), conventional working hospitality (such as a working lunch), and gifts provided to all delegates at an event. Any gift or hospitality received that falls outside these exceptions must be declared to the WBUA Chair John Jenkins and recorded.

We commit to:

- Maintain a Hospitality and Gifts Register, updated whenever a declaration is made.
- Ensure all Committee Members, Officers, Members and volunteers are made aware of this policy on appointment.
- Treat any breach of this policy as a potential disciplinary matter.
- Review this statement annually.

Breach of this policy

Any breach of this policy will be taken seriously and dealt with in accordance with our disciplinary procedures. Serious breaches may be referred to BowlsWales.

Review

This statement will be reviewed annually by Welsh Bowls Umpires Association.

Approved by: Management Committee Date: 15th June 2026

Condition C1

Data and GDPR Policy Statement

Organisation name	Welsh Bowls Umpires Association
Policy approved by	Management Committee
Date approved	15 th June 2026
Date of next review	June 2027

Purpose

Welsh Bowls Umpires Association is committed to handling personal data responsibly, lawfully and transparently, in line with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.

Scope

This statement applies to all personal data held by Welsh Bowls Umpires Association about its members, players, coaches, officials, volunteers and staff.

Policy statement

We will only collect personal data that we need, hold it securely, keep it accurate and up to date, and not share it with third parties without a lawful basis for doing so. Members have the right to access their own data, to correct inaccurate data, and to ask us to delete data we no longer need. We will share membership and participation data with BowlsWales on a regular basis for the purposes of sport development and governance, in line with our data sharing agreement.

We commit to:

- Identify a named Data Lead responsible for data governance within our organisation.
- Ensure members are informed of how their data is used, through a privacy notice.
- Keep data secure — both physical records and any digital data.
- Report any data breach to BowlsWales and, where required, to the Information Commissioner's Office within 72 hours.
- Review this statement annually.

Breach of this policy

Any breach of this policy will be taken seriously and dealt with in accordance with our disciplinary procedures. Serious breaches may be referred to BowlsWales.

Review

This statement will be reviewed annually by Welsh Bowls Umpires Association. Named Data Lead: Jon Morris

Approved by: Management Committee Date: 15th June 2026

Condition C1

Social Media Policy Statement

Organisation name	Welsh Bowls Umpires Association
Policy approved by	Management Committee
Date approved	15 th June 2026
Date of next review	June 2027

Purpose

Welsh Bowls Umpires Association recognises that social media is a valuable tool for communicating with members, promoting the sport and celebrating achievements. We are committed to using it responsibly.

Scope

This statement applies to all official social media activity carried out on behalf of Welsh Bowls Umpires Association, and provides guidance to all members, officers and volunteers on their personal use of social media in connection with the organisation.

Policy statement

We will use social media to promote bowls in Wales in a positive, inclusive and respectful way. We will not post content that is abusive, discriminatory, misleading or that could bring Welsh Bowls Umpires Association or bowls in Wales into disrepute. We will follow BowlsWales's guidance on safeguarding and photography when sharing images of members, particularly children.

We commit to:

- Ensure that anyone posting on behalf of the organisation understands and follows this statement.
- Remove any post that breaches this statement as soon as it comes to our attention.
- Not engage in online arguments or share unverified information.
- Protect the privacy of members — particularly children — in all digital communications.
- Review this statement annually.

Breach of this policy

Any breach of this policy will be taken seriously and dealt with in accordance with our disciplinary procedures. Serious breaches may be referred to BowlsWales.

Review

This statement will be reviewed annually by Welsh Bowls Umpires Association

Approved by: Management Committee Date: 15th June 2026

Condition C1

Anti-Doping Policy Statement

Organisation name	Welsh Bowls Umpires Association
Policy approved by	Management Committee
Date approved	15 th June 2026
Date of next review	June 2027

Purpose

Welsh Bowls Umpires Association is committed to clean sport and fully supports the principles of fair play and the global fight against doping.

Scope

This statement applies to all players, members, coaches, officials and volunteers who participate in activities organised by or affiliated with Welsh Bowls Umpires Association

Policy statement

We adopt the UK Anti-Doping (UKAD) Rules as the governing framework for anti-doping in our sport. All members are required to comply with these rules. We will not condone, facilitate or ignore any breach of anti-doping regulations. Any concerns about doping should be reported to the WBUA Secretary, Jon Morris, or directly to UKAD (ukad.org.uk).

We commit to:

- Ensure that relevant squad members and officials are made aware of their obligations under the UKAD Rules.
- Provide or signpost to anti-doping education for athletes and support personnel.
- Cooperate fully with any UKAD investigation or testing programme.
- Review this statement annually.

Breach of this policy

Any breach of this policy will be taken seriously and dealt with in accordance with our disciplinary procedures. Serious breaches may be referred to BowlsWales.

Review

This statement will be reviewed annually by Welsh Bowls Umpires Association. Further information: ukad.org.uk

Approved by: Management Committee Date: 15th June 2026

Condition C1

Equity, Diversity and Inclusion (EDI) Policy Statement

Organisation name	Welsh Bowls Umpires Association
Policy approved by	Management Committee
Date approved	15 th June 2026
Date of next review	June 2027

Purpose

Welsh Bowls Umpires Association is committed to creating a sport that is genuinely open and welcoming to everyone, regardless of who they are or where they come from.

Scope

This statement applies to all activities, competitions, communications and volunteer roles within Welsh Bowls Umpires Association.

Policy statement

We believe that bowls in Wales is stronger and better when it reflects the full diversity of our communities. We will not tolerate discrimination, harassment or victimisation on the grounds of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. We are committed to taking positive steps to remove barriers to participation and to making our sport more inclusive.

We commit to:

- Treat all members, players, officials and volunteers with dignity and respect.
- Challenge discriminatory behaviour when we encounter it.
- Consider EDI in our decision-making, communications and event planning.
- Welcome and act on feedback from underrepresented groups.
- Develop an EDI Action Plan setting out specific steps we will take to improve inclusion.
- Review this statement and our EDI Action Plan annually.

Breach of this policy

Any breach of this policy will be taken seriously and dealt with in accordance with our disciplinary procedures. Serious breaches may be referred to BowlsWales.

Review

This statement will be reviewed annually by Welsh Bowls Umpires Association.

Approved by: Management Committee Date: 15th June 2026