



C2 — EDI Action Plan

Governance Standards Pack — Condition C2

Prepared by BowlsWales · March 2026

Welsh Bowls Umpires Association (WBUA)

Questions? Contact Joanna Owen | enquiries@bowlsales.com | +44 (0)29 2033 4998

How to complete this form: Fill in the amber fields with your organisation's details. Review the suggested actions and add or change anything that doesn't reflect your situation. Get it approved by your committee and return it to BowlsWales. It does not need to be long — honest and realistic is what matters.

About your organisation

Organisation name	Welsh Bowls Umpires Association
Person completing this form	David Phillips Treasurer
Approved by	Management Committee
Date approved	15 th June 2026
Date of next review	June 2027

Our commitment

We believe that our sport should be open and welcoming to everyone. We commit to taking reasonable steps to ensure that people are not excluded from our activities on the grounds of age, disability, gender, race, religion or belief, sexual orientation or any other characteristic.

Where we are now

Briefly describe your current position on EDI — what is already working well, and where you know there is room to improve:

What we already do well:

We believe we are open to all and do not exclude anyone from attending our courses. Due to the nature of our activities, there are challenges regarding people with disabilities however we are willing to discuss those with individuals and organisation and try to overcome the challenges.

Where we know we can do better

Engaging with younger people to try and encourage them to take up umpiring. Arrangement in hand to attend the next WLB Junior Academy.

Our actions for 2026

The table below lists suggested actions. Replace the 'Who' and 'By when' fields with the names and dates that apply to your organisation. Add rows for any additional actions specific to you. You do not need to complete every row — focus on what is realistic and meaningful for your organisation this year.

Action	Who	By when	Progress	Evidence
Ensure our EDI policy statement is approved by the committee and accessible to members	Jon Morris Secretary	15 th June 2026	Done	Minutes of Meeting

Action	Who	By when	Progress	Evidence
Make sure all officers and committee members are aware of our EDI obligations under the Equality Act 2010	Jon Morris Secretary	June 2026	Done	Minutes of Meeting
Review whether our competitions, events and venues are accessible to disabled members	Jon Morris Secretary	Continuously reviewed	Ongoing	
Actively encourage members from underrepresented groups to take up volunteer, coaching or officiating roles Discussions to be held with Disability Bowls Wales regarding possible training of disabled bowlers. Communication already made with WLB Academy Manager to provide a basic introduction to umpiring at the next academy on 16th July.	All Officers	Ongoing	Review what adjustments could enable disabled people to train and qualify as umpires, and document what was considered. Engage with the WLB & WIB Junior Academy's to introduce basic training sessions on measuring.	
Collect and share basic equality data with BowlsWales via the quarterly data return	Jon Morris Secretary	Data shared with Bowls Wales by 30 th September 2026		
Ensure that all our members are aware of the EDI Action Plan	David Phillips Treasurer	To be published on website September 2026	Website currently being built	Can provide link to website

Review

This plan will be reviewed annually. Progress will be reported to the committee at least once per year.

Approved by: Jon Morris & David Phillips Role: Secretary & Treasurer Date:26th June 2026