

## **EQUALITY POLICY**

### **Equality Statement of Intent**

In compliance with the Equality Act 2010 and all other relevant legislation and statutory obligations, Glen Gorse Golf Club (hereinafter referred to as "the Club") recognises the importance of affording equality of status to all members, associates, guests, visitors, volunteers and present and potential employees. The Club is determined to ensure that every person regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation has a genuine opportunity to participate to their full potential at all levels and in all roles within the Club.

### **Equality Policy**

In accordance with the Equality Statement of Intent, Council has produced the following Equality Policy. This policy shall be subject to annual review and shall remain effective (subject to minor changes determined only by legislation for the need to make reasonable adjustments to practices, procedures and policies or as agreed by practical experience, in keeping with current legislation) during this period.

### **Objectives**

The Equality Policy aims to ensure that: -

- Everyone who participates at the Club, in whatever capacity, receives fair and equitable treatment.
- The format and content of all competitions, regulations and activities strives to provide equal opportunities for all, except where specific situations and conditions prevent this (see Exemptions).
- All material prepared, produced and distributed by or on behalf of the Club promotes a clear image of diversity within the activities of the Club.
- Clear guidance and communication is given to all individuals either governing or working for the Club on its commitment to equality.

### **Membership**

- The Club will ensure that each application for membership is determined in accordance with the Statement of Intent. Other than the total maximum membership number as identified by Council, no upper membership limits will be applied to any category of membership, although to protect against the erosion of any group of members, the Club may agree that a minimum number be allocated to both genders. The Club may apply an upper limit on the numbers in any category provided that no category is determined by reference to any of the protected characteristics.

- Applications for membership will be as determined by Council and will comply with the requirements of the Equality Act 2010 or any statutory modification thereof. Applicants who are considered to be suitable for membership will be allocated membership on a first come, first served basis, save that Council may in their absolute discretion, but only where the number of members in an under-represented group has fallen below any agreed minimum and solely to protect against erosion of that group of members, admit in preference to a member of another group an applicant who has a protected characteristic of the under-represented group.

### **Membership Rights**

- All members will have equal access to all joint functions rooms and bars at all times save where acceptable similar facilities have been provided to allow single sex occupation at certain agreed times.
- Members who wish to transfer their category of membership shall have their request considered by Council who will make their decision based on availability.

### **Course Access**

- All members shall enjoy equal access to the golf course at all times save only where this is superseded by the limitations of any restricted access membership and by reason of competitions as detailed below.
- The playing of designated trophy competitions shall take precedence. On such occasions and for the duration of the allotted tee reservation, the course will only be available to participants in the competition.
- Where it can be identified that the number of male competitions denies equal access to females at weekends or at regular or particular times, the Club will ensure that suitable alternative opportunities for weekend play for females are provided.
- Qualifying competitions for handicap shall be open to all members and shall be played concurrently subject only to gender variations as determined by the Council of National Golf Unions (CONGU) Unified Handicapping System. Tee time availability will be in accordance with the tee time booking procedure in force from time to time.
- Individual members will not be allowed to make more than one tee time reservation.
- When general play conditions prevail, access to the course shall be in accordance with the tee time booking procedure in force from time to time and shall allow for equal access to all categories of members.

## **Exemptions**

- The Club reserves the right to limit competitions to specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition. The Club will take positive action in providing opportunities to increase the inclusion of people from under-represented groups.

## **Responsibilities and Implementation**

- The Council of the Club is responsible for ensuring the policy is followed and for dealing with any allegations of breaches.
- The President has responsibility for the implementation of the action plan.
- Day to day responsibility will rest with the Secretary/Manager.
- All paid staff and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.
- No job application will be placed at a disadvantage by requirements or conditions which are not necessary for the performance of the job or which constitute unfair discrimination.
- The policy will be available on the Club website.
- All staff will receive appropriate training.

## **Monitoring and Evaluation**

- This policy will be implemented with immediate effect and will be the subject of annual review by the Council of the Club to whom a written report will be submitted by the Secretary/Manager.
- The President will be responsible for reviewing the Equality Action Plan on an annual basis to establish progress against aims and ensure the Plan remains appropriate and effective.

## **Compliance**

In accordance with the Club's Code of Conduct, Disciplinary and Grievance Policy and Procedures, the Club will investigate any reports of alleged breaches of the Equality Policy and take appropriate disciplinary action based on the outcome of the investigation. Any complaint or grievance will be dealt with via the appropriate policy and procedures, e.g. Disciplinary Procedure, Grievance Procedure.