

Sickleholme



Golf Club

1898

# **Equality, Diversity & Inclusion Policy**

**Document Control**

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**Document Approval**

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## 1. Statement of Intent

- At Sickleholme Golf Club, we are committed to fostering an inclusive environment where everyone feels valued, respected, and supported.
- We believe in promoting equality and diversity throughout all aspects of our club, including membership, recruitment, participation, and decision-making processes.
- Our policy adheres to relevant legislation and aligns with the requirements set forth by England Golf.

## 2. Who does this Policy apply to?

- This Policy shall apply to, and be binding upon the Club, its Executive and sub-committees, employees, members, volunteers, coaches and contractors.

## 3. Policy Implementation

### 3.1 Other Important Documents

This policy works with other documents adopted by the Club, in particular:

- **Adult Safeguarding Policy**, and **Children and Young Person Safeguarding Policy**, which will be followed in respect of any matters which give rise to a safeguarding concern.
- **Disciplinary and Complaints Policy**, which may be used to deal with concerns raised about the actions of the Club, or deal with concerns about the conduct of those who are attending Club events, or representing, working for or otherwise engaging with the Club in some capacity.
- **Data Protection Policy** which sets out how we will handle personal data, including data collected to monitor diversity in line with this Policy.
- **Human Resource (HR) Policies** which relate to the relationship between the Club and those it employs and the recruitment process.

### 3.2 What we will do

- Promote fairness, equality, diversity and respect for everyone working, volunteering or participating in the sport of golf or otherwise engaging with the Club.
- Ensure that all competitions, events and activities administered by the Club are carried out in a fair and equitable way (except where specific situations and conditions prevent this, or where we consider that Positive Action is a proportionate way to achieve a legitimate aim).

- Monitor and review Club policies, procedures and regulations to ensure that they are consistent with the requirements of this policy, including policies relating to admission to membership.
- Make reasonable adjustments for those with a disability.
- Publish this policy on the Club website.

### **3.3 What we won't do**

- Discriminate against anyone, either directly or indirectly, on the basis of a Protected Characteristic.
- Subject anyone to less favourable treatment on the basis of them doing a Protected Act (victimisation).
- Subject anyone to harassment in relation to a Protected Characteristic.

## **4. Reporting Procedures**

- If you are concerned about the behaviour or conduct of someone at a Club event, someone representing the Club, or any other breach of this policy, you should raise your concerns or make your complaint in writing to the General Manager or a member of the Executive Committee, but the Club will make reasonable adjustments to deal with Complaints made in other ways where appropriate.
- When the Club receives a Complaint, it shall be referred to the President to consider the matter and decide how to proceed. If the Complaint relates to the President, it shall be referred to the Vice President to consider the matter and decide how to proceed in line with the **Disciplinary and Complaints Policy**.

## **5. Key Concepts and Definitions**

### **5.1 The Equality Act 2010 and Discrimination**

- Every individual and organisation to whom this Policy applies must not act in a way which is directly or indirectly discriminatory on the basis of a Protected Characteristic.
- The Equality Act 2010 makes it unlawful to discriminate directly or indirectly against individuals or groups with certain "Protected Characteristics". The "Protected Characteristics" are listed in section 4 of the Act:
  - Age
  - Disability
  - Gender Reassignment
  - Marriage and Civil Partnership

- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation