

Heyrose Golf Club

Equality, Diversity and Inclusion Policy

1. Statement of Intent

- 1.1 Heyrose Golf Club ('The Club') believes that golf belongs to everyone. All who play and all who aspire to play must have an equal opportunity to do so.
- 1.2 The Club is committed to the principles of equality and diversity throughout its Membership, its paid and volunteer workforce and any others with whom the Club engages. The Club is also aware of its responsibilities (see Appendix) under the Equality Act, 2010 ('The Act') and will not knowingly discriminate (or tolerate discrimination) against anyone with a protected characteristic.
- 1.3 The Club considers that everyone should play their part in making golf inclusive and aims to ensure that everyone has a genuine opportunity to engage with golf. We will not disadvantage any individual by imposing conditions or requirements which cannot be justified.

2. Who Does This Policy Apply To?

This Policy shall apply to, and be binding upon the Club, its Members, Directors, Committees, staff, volunteers, coaches, contractors, agents, and representatives working, holding office or acting for or on behalf of the Club, as well as to any visitors to the Club.

3. Other Important Documents

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

- The Club Roles and Responsibilities.
- Disciplinary Regulations
- Safeguarding Children and Young People Policy, and Safeguarding Adults Policy, which will be followed in respect of any matters which give rise to a safeguarding concern.
- Data Protection Policy which sets out how we will handle personal data, including any data collected to monitor or increase equality, diversity and inclusion in line with this Policy.

4. Policy Implementation

A. What We Will Do

1. Promote fairness, equality, diversity and respect for everyone working, volunteering or participating in the sport of golf or otherwise engaging with the Club.

2. Ensure that all competitions, events and activities that are 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).
3. 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.
4. Provide appropriate training and support to staff, volunteers, officials, Club Members and others, encouraging everyone to challenge any inappropriate, discriminatory, derogatory or harassing language or behaviour.
5. Make reasonable adjustments for those with a disability.
6. Publish this policy on the Club website and on noticeboards throughout the Clubhouse.
7. Where practical we will take steps to monitor the diversity of the Club's Members, participants, players, volunteers and others that we may engage with to measure and assess the impact of this policy.

B. What We Will Not Do

1. Knowingly discriminate against or harass anyone, either directly or indirectly, because of a protected characteristic or for any other reason (or indeed tolerate any such discrimination or harassment).
2. Subject anyone to harassment in relation to a protected characteristic.
3. Subject anyone to detriment (victimisation) because of a protected act.

5. How to Report Any Issues or Concerns

5.1 If you are concerned about the language or behaviour of anyone (including visitors) at a Club event, anyone representing the Club, or any other breach of this policy, including in communications with Club Members please report the matter to any Director.

5.2 Please give as much detail as possible (date[s], time[s], what happened, who else was present).

5.3 If the matter is reported orally, and you are able, please follow this up in writing as soon as possible.

5.4 The Club will consider the appropriate way to deal with the matter, which may include referring the matter to and/or seeking guidance from England Golf or the Police.

6. How We Will Deal with Breaches of This Policy

6.1 When we receive a report or a concern that relates to this policy we will ask the Disciplinary Secretary, as identified in the Disciplinary Regulations, to consider the matter initially. They will consider the appropriate next steps, which may include one or more of the following:

- a. Seeking further information in relation to matters raised
- b. Dealing with the matter informally
- c. Progressing the matter formally under the most appropriate Club procedure
- d. Seeking guidance from England Golf or any other appropriate body or organisation
- e. Referring the matter to another body or organisation (including referral to the Police).

6.2 The Club will keep the complainant fully informed about the progress of any investigation, subject to the limitations of confidentiality, safeguarding and legal procedures

Appendix

Heyrose Golf Club Equality Diversity and Inclusion Policy

Key Concepts Definitions and Examples

A The Equality Act 2010

The Equality Act 2010 makes it unlawful to discriminate directly or indirectly against individuals or groups with certain protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

B. Direct Discrimination

Direct Discrimination is defined in the Act thus:

“A person (A) discriminates against another (B) if, because of a protected characteristic, A treats B less favourably than A treats or would treat others.”

For example, if an action or decision is taken by a club which treats women less favourably than men (such as restricting the times when women can play or requiring them to play off designated “ladies” tees, irrespective of their ability), this would be considered direct discrimination on the grounds of sex, which is a protected characteristic.

C. Indirect Discrimination

Indirect Discrimination is defined in the Act as:

“A person (A) discriminates against another (B) if A applies to B a provision, criterion or practice which is discriminatory in relation to a relevant protected characteristic of B's.”

Indirect discrimination occurs where less favourable treatment is not the main effect or objective of an action or decision.

The nature of indirect discrimination is that the discriminatory effect can be an unexpected or unforeseen effect of a good faith decision. Complaints of indirect discrimination should be considered carefully and objectively, and not dismissed out of hand purely because the effect was not an expected or intentional one.

If, for example, a club has a rule or practice that matches and competitions are only played on Saturdays, this may prevent some Members from taking part or limit access to others wishing to play non-competition golf. Although it may not have been the intention of the club, the effect is the less favourable treatment of some club Members (women, juniors, or seniors) with a protected characteristic. This is indirect discrimination.

D. Actions and Intentions

An action or decision can still be considered discriminatory even if the less favourable treatment is unintentional. It may not always be obvious to the perpetrator that their actions are discriminatory.

Indirect discrimination is often unintentional, but it is not a defence to an allegation of discrimination to say that the perpetrator did not mean to discriminate against a person or group.

Discrimination can arise out of actions and decisions but can also arise out of omissions and failure to take actions or decisions.

E. Reasonable Adjustments

The Act imposes a duty to make reasonable adjustments to avoid discriminating against anyone with a disability. It is not unreasonable for adjustments to cost time, money, or other resources. However, an adjustment may not be reasonable if the cost is disproportionately high relative to the impact it would make.

F. Positive Action

The Act also provides for 'Positive Action' to be taken in order to address issues of under-representation of people with a protected characteristic. Positive Actions must be reasonable, justifiable, and clearly linked to a legitimate aim. Where a club decides to take positive action in respect of an underrepresented group, it should carefully record its decision making and the evidence it has considered and review the practice regularly to ensure that it does not continue for longer than reasonably necessary.

Examples of discrimination might include:

- Not allowing the use of golf buggies, as this increases the cost of maintaining the course. Permitting the use of golf buggies may be a reasonable adjustment, and the increased course maintenance costs a factor to be assessed in deciding whether the adjustment is reasonable.
- Restricting the number of tee times available to women during peak hours. Whilst it may be permissible to limit access to the course at certain times, for example to allow a competition to be played, a club will need to be certain that it is providing equal opportunity to access the course for various groups.
- Not allowing competitions to be played on alternate days to accommodate for certain religious beliefs.

G. Harassment

Harassment occurs where a person engages in unwanted conduct related to a protected characteristic, which either:

- violates the other person's dignity; or
- creates an intimidating, hostile, degrading, humiliating or offensive environment for the other person.

In determining whether conduct amounts to harassment, regard must be given to:

- the perception of the victim;
- whether it is reasonable for the conduct to have the perceived effect;
- the wider circumstances of the matter.

The key consideration is the purpose or effect of the conduct. This means that a single, isolated, or one-off incident can still amount to harassment.

Protection from Harassment Act 1997

Harassment can still occur even if not based on a Protected Characteristic. The Protection from Harassment Act 1997 made it a civil, and sometimes a criminal, offence to carry out a course of conduct that amounts to harassment.

Examples of harassment might include:

- Male Members making derogatory remarks about female Members' ability to play or the distance they hit the ball.
- Targeting disabled golfers using buggies and demanding to see proof of a disability where this is not required by the terms of a competition.

H. Victimisation

Victimisation is:

Subjecting someone to a detriment because they have done a 'protected act' (or because it is believed that a person has done or is going to do a protected act).

Protected Act

A 'protected act' is:

- Making a claim or complaint of discrimination (under the Equality Act).
- Helping someone else to make a claim by giving evidence or information.
- Alleging that someone has breached the Act.
- Doing anything else in connection with the Act.

Detriment

A detriment can be any less favourable treatment, including direct acts such as suspensions, fines, sanctions, and verbal and physical aggression.

Examples of unlawful detriment include:

- Initiating disciplinary proceedings against a person who has made a complaint about discrimination or harassment.
- Ignoring a person's valid input into the management of a club or county after that person has made a complaint.
- De-selecting or excluding a player from a squad or team because that person has made a complaint.