

Heaton Moor Golf Club Ltd

Equality & Diversity Policy

Statement of intent

The Club believes that every member of the club is of equal value and that individuals are entitled to be treated with dignity and respect and should treat others the same way,

The Club intends that its policies and procedures should actively promote positive attitudes, good relations and mutual respect between all groups who are different from each other

The Club will ensure that policies and procedures benefit all employees and potential employees in all aspects of their work. The Club will ensure equality of opportunity in all aspects of employment including recruitment, promotion and continuing professional development.

We believe everyone should have the opportunity to get involved in golf – at all levels and in all roles. Our equality and diversity policy shows our commitment to making golf inclusive at Heaton Moor Golf Club

Through this Policy Heaton Moor Golf Club Ltd (HMGC) will:

- Develop golf in ways which welcome differences and are accepting of diversity, equality and inclusion.
- Recognise the importance of affording equal opportunity and equal treatment and be committed to challenging any discrimination in golf at HMGC.
- HMGC is dedicated to embedding the ethos of this policy within the culture and running of the organisation.
- HMGC considers that everyone should play their part in making golf inclusive and aims to ensure that all people, irrespective of their background, ability or Protected Characteristics, have a genuine and equal opportunity to participate in golf at all levels and in all roles.
- HMGC will embed these values within all areas of its work and it is expected that all members, visitors, contractors, coaches, officials and volunteers in HMGC events will adhere to the principles of this policy.
- HMGC in its relationships with the members, visitors, contractors, coaches, officials and volunteers and in the provision of its services, will not

disadvantage any individual by imposing any conditions or requirements which cannot be justified.

- In pursuance of this Policy HMGC may take special measures or positive action in favour of any group which is currently under represented through participation, club membership or non-member events. Any positive action will be carried out in accordance with the law and not to the detriment of any other group.
- HMGC is also committed to supporting the rights and interests of those who it employs and details of its commitment to equality measures relating to its staff are set out in the HMGC Staff Handbook.
- This Policy will be reviewed every three years by the Directors. The Policy may be amended by the Directors at any time and at its sole discretion and such amendments shall be effective from the date started.

Legal Requirements

The commitments of HMGC, outlined within this Policy are in line with the Equality Act 2010, Rehabilitation of Offenders Act 1974, Protection from Harassment Act 1997, the Employment Act 2002, Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 and the Human Rights Act 1998.

The Equality Act 2010 provides protection from discrimination to certain “Protected Characteristics”, namely:

Age

Disability

Sex

Sexual Orientation

Race Religion or Belief

Marriage and Civil Partnership

Gender Reassignment

Pregnancy and Maternity

Explanation

Discrimination can take many guises including verbal, physical and online conduct. It may not always be obvious to the perpetrator or intended and it is therefore it is necessary for people to be aware of different types of discrimination and the impact their actions have on others.

- Direct Discrimination is where someone is treated less favourably than another person because of a Protracted Characteristic.

- Indirect Discrimination occur when the effect of certain provisions, criteria, or practices (PCP's) imposed by an organisation has an adverse impact disproportionately on a certain group and cannot be justified.
- In relation to the Protected Characteristics of disability, unfavourable treatment which is because of something arising in consequence of someone's disability (e.g. the inability to do certain tasks) is also unlawful unless it can be appropriately justified.
- Harassment includes sexual harassment and other unwanted conduct related to a Personal Characteristic which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the individual.
- Victimisation is where someone is treated unfavourably because they are known, or suspected to have done, or intend to do, one of certain protected acts, such as bringing discrimination proceedings, making allegations or giving evidence in relation to such things.
- We consider bullying behaviour to include behaviour which is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, denigrate, or injure and can include references or inferences to Protected Characteristics.

Policy Implementation

Heaton Moor Golf Club will;

- Be responsible for advocating equality in golf and will proactively encourage the involvement of all people regardless of background, ability or any Protected Characteristics.
- Be responsible for the promotion of the Policy to members, visitors, contractors, parents, coaches and volunteers.
- Ensure all competitions are carried out in a fair and equitable way.
- Monitor and review all HMGC policies and procedures to ensure they are promoting equality and diversity.
- Ensure all materials prepared, produced and distributed by, or on behalf HMGC promote a clear image of diversity within the sport of golf.
- Collaborate with partners and other appropriate organisations to ensure fair and consistent treatment for all those in golf and promote opportunities within the game.
- If necessary, provide appropriate training for staff and/or members to raise awareness of both collective and individual responsibilities.
- Be responsible for dealing with and allegations of breach of this policy through the HMGC Disciplinary Policy Guidelines.
- Publish this Policy on the HMGC website

Compliance

HMGC takes seriously, all claims of inappropriate behaviour, bullying, harassment, victimisation and/or discrimination, whether direct or indirect by a staff member, contractor, member, parent or volunteer who works on behalf of, represents or engages with HMGC and who displays any behaviour which is contrary to this Policy.

An individual may raise a complaint and no staff member, contractor, member, parent, or volunteer will be penalised for doing so unless it is without foundation and not made in good faith.

Notice of complaints which fall under the scope of this Policy may be raised by contacting the Club Secretary by email office@heatonmoorgolfclub.co.uk.