

# **BARNARD CASTLE GOLF CLUB**

*Harmire Road, Barnard Castle, Co. Durham, DL12 8QN*

## ***Equality and Diversity Policy***



### **1. Statement of Intent.**

Through this policy Barnard Castle Golf Club will:

- Lead the development of golf in the area in ways which welcome differences and are accepting of diversity, equality and inclusion.
- Be seen as an inclusive club which recognises the importance of affording equal opportunity and equal treatment and challenges discrimination in golf.

Barnard Castle Golf Club considers that everyone should play their part in helping to make golf inclusive. The Club aims to ensure that all people irrespective of their background, ability or protected characteristics should have a genuine chance to participate in golf at the club.

It is expected that all contractors, members, officials, staff members and volunteers who work on behalf of, represent or participate in the club will adhere to the principles of this policy.

Barnard Castle Golf Club in its provision of services will not disadvantage any individual by imposing any conditions or requirements which can not be justified. The Club may take positive action in favour of any group which is currently under-represented, for example through different Club membership offers. Any positive action will be carried out in accordance with the law and not to the detriment of any other group.

The Club is committed to supporting the rights and interests of those who it employs and is committed to handling all employee matters in a fair and just manner and in accordance with the law.

This Policy will be reviewed every 5 years by the management Group. It may be amended by the Management Group at anytime and such amendments shall be effective from the date stated.

## **2. Legal Requirements**

The commitments of Barnard Castle Golf Club outlines within this policy are in line with the Equality Act 2010, Rehabilitation of Offenders Act 1974, Protection from Harassment Act 1997, The employment act 2001, Part Time Workers (Prevention of less favourable treatment) Regulations 2000, Fixed Term Employees (less favourable treatment) Regulations 2002 and Human Rights Act 1998.

The Equality act 2010 provides protection from discrimination in relation to certain Protected Characteristics namely:

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

Discrimination can take the form of many guises including verbal, physical and online conduct.

Similarly discrimination can be direct (where someone is treated less favourably than another because of a Protected Characteristic) and indirect (where the effect of certain provisions, criteria or practices has an adverse impact disproportionately on a certain group and can not be justified).

Harassment including sexual harassment also includes any other unwanted conduct relating to a Protected Characteristic. People can complain about behaviour they find offensive even if it is not directed at them.

Victimisation occurs where someone is treated unfavourably because they are known or suspected to have done or intend to do. One of protected acts. These include bringing discrimination proceedings, making related allegations or giving evidence in relation to such things.

Bullying includes behaviour which is offensive, intimidation, malicious, insulting or an abuse of power intended to undermine, humiliate, denigrate or injure.

## **3. Policy Implementation**

Barnard Castle Golf Club will:

- Be responsible for advocating equality in golf and will encourage people regardless of their background, ability or any Protected Characteristics.

- Ensure all tournaments and activities at the club are administered in a fair and equitable way (except where specific situations and conditions prevent this. For example the Club reserves the right to limit entry to competitions/activities which may exclude specific disability groups where it is necessary to ensure safe competition).
- Monitor and review all club policies to ensure that they are promoting equality and diversity.
  - Provide appropriate training to club officials, volunteers and staff to raise awareness of both the collective and individual responsibilities.
  - Be responsible for dealing with any allegations of breaches of the policy through club disciplinary processes.
  - Publish the policy on the clubs Notice Boards and website.

#### **4. Compliance**

Barnard Castle Golf Club takes seriously any claims of inappropriate behaviour, bullying, Harassment and discrimination (whether indirect/Direct by a contractor, member, official, staff member or volunteer). Any behaviour which is contrary to this policy will be subject to the club's disciplinary process.

As a general rule, disciplinary matters will be dealt with as quickly as possible, anyone raising a complaint will not be penalised for doing so unless it is without foundation and not made in good faith.

This Policy shall be reviewed every 5 years

PRL December 2019

Approved by the Management Committee: 20 January 2020

Signed: P R Law, Secretary