

## **HUNSTANTON GOLF CLUB**

### **EQUALITY, DIVERSITY & INCLUSION POLICY 2024**

#### **1. STATEMENT OF INTENT**

- 1.1 HUNSTANTON GOLF CLUB ('The Club') shares the belief of England Golf and the Norfolk County Golf Union that golf belongs to everyone who genuinely wishes to play.
- 1.2 The Club is committed to the principles of equality and diversity throughout its membership, staff and any others with whom the Club engages.
- 1.3 The Club considers that everyone involved in golf should play their part in making the game inclusive and aims to ensure that all people, irrespective of Protected Characteristics, have a genuine opportunity to engage with golf. We will not disadvantage any individual by imposing conditions or requirements which cannot be justified under the Equality Act 2010 (the Act).
- 1.4. Protected characteristics under the Act are as follows:
  - Age
  - Disability
  - Gender Reassignment
  - Marriage and Civil Partnership
  - Pregnancy and Maternity
  - Race
  - Religion or Belief
  - Sex
  - Sexual Orientation

#### **2. WHO DOES THIS POLICY APPLY TO?**

- 2.1 This Policy shall apply to, and be binding upon the Club, its board, staff, and members.

#### **3. OTHER IMPORTANT DOCUMENTS**

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

- Safeguarding Policy.
- Staff Manual.
- Disciplinary Regulations.
- Safeguarding Children and Young People Policy, and Safeguarding Adults Policy.
- Code of Conduct.
- Data Protection Policy.
- Club Rules and Bye Laws.
- Articles of Association.

## **4. POLICY IMPLEMENTATION**

### **A. WHAT WE WILL DO**

1. In compliance with the Club's obligations under the Equality Act 2010, promote fairness, equality, diversity and respect for everyone working, volunteering or participating in the sport of golf or otherwise using the Club.
2. Ensure that all competitions, events and activities are administered by the Club are carried out so as to comply with the Act.
3. Monitor and review Club policies, Articles, Regulations, Rules and Bye laws to ensure that they are consistent with the requirements of this policy.
4. Make reasonable adjustments for those with a disability.
5. Publish this policy on the Club website.

### **B. WHAT WE WON'T DO**

1. Subject anyone to prohibited conduct as defined by the Act.
2. Prohibited conduct under the Act is as follows:
  - Discrimination
  - Harassment
  - Victimisation

## **5. REPORTING PROCEDURES**

If you are concerned about the behaviour or conduct of a member, member of staff, visitor or anyone attending the club for any other reason or any other breach of this policy:

- 5.1 please report the matter to the General Manager giving as much detail as possible.
- 5.2 If the matter is reported verbally, you must put the complaint in writing as soon as possible, or if not, the General Manager must make a note of your complaint and ask you to sign it to confirm its accuracy.
- 5.3 The Club will consider the appropriate way to deal with the matter.

## **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 and two members of the Disciplinary Committee to consider the matter initially. They will consider the appropriate next steps, which may include the following:
  - a. seeking further information in relation matters raised
  - b. seeking guidance from England Golf or any other appropriate body or organisation

- c. referring the matter to the police.
  - d. dealing with the matter informally
  - e. deciding which procedure is the most appropriate, such as the Employee Disciplinary Procedure, the Safeguarding Policies or the Disciplinary Regulations, to progress the matter formally.
- 6.2 The Club will usually inform the person reporting the matter of the next steps and/or the outcome of the matter. However, there may be circumstances in which we are not able to disclose full details to the reporting individual. This may be because the law prevents us from doing so, because some information is confidential or to protect the safety or wellbeing of those involved.