



## Equality and Diversity Policy

**Ellesmere Golf Club** is committed to encouraging equality and diversity among our workforce, members and visitors and eliminating unlawful discrimination.

The aim is for the Club (including employees) to be truly representative of all sections of society and the users of our facilities, and for each employee to feel respected and able to give their best.

Ellesmere Golf Club - in providing golfing and social facilities - is also committed against unlawful discrimination of members or visitors.

The purpose of the policy is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- provide equality, fairness and respect for all members and visitors to the Club
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment or membership (both annual and temporary), dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection

for employment, promotion, training or other developmental opportunities

Ellesmere Golf Club commits to:

- encourage equality and diversity in both the workplace and for members and visitors as they are good practice and make business sense
- create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued

This commitment includes training managers and all other employees about their rights and responsibilities under the equality policy. Responsibilities include staff conducting themselves to help the Club provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination

All staff, members and visitors should understand they, as well as the management of the Club, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment or period of membership, against fellow employees, members, visitors, suppliers and the public

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, members, visitors, suppliers, visitors, the public and any others in the course of the Club's work activities

Such acts will be dealt with as misconduct under the Club's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal of employees, or suspension or cancellation of membership without notice

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to

circumstances where harassment relates to a protected characteristic – is a criminal offence

- make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- decisions concerning staff being based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act)
- review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- monitor the make-up of the workforce and membership regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy

Monitoring will also include assessing how the equality policy, and any sporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

The equality policy is fully supported by Ellesmere Golf Club Council and has been agreed with all employees.

Details of the Club's grievance and disciplinary policies and procedures can be found in the Secretary's Office. This includes with whom an employee, member or visitor should raise a grievance.

Use of the Club's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.