



FOUNDED 1905

LEE-ON-THE-SOLENT GOLF CLUB

EQUALITY AND DIVERSITY POLICY

Author: David Sewell

Governance Member

Authorised by Jackie Wright

Chairman of Management Committee

1st July 2020

1) APPLICABILITY

This Policy is intended to give guidance and direction to the Club, i.e. our Staff and Members when dealing with other people including members of staff, Club Members, visitors, suppliers and other 3rd parties.

2) STATEMENT OF INTENT

Through this Policy Lee-on-the-Solent Golf Club (LOTSGC) will:

- Follow legislation and regulation as an employer and service provider
- Develop equality in the Club 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 discrimination

LOTSGC is committed to working towards achieving the highest levels within the UK Equality Standard and:

- is dedicated to embedding the ethos of this policy within the culture and running of the organisation.
- considers that everyone should play their part in making our golf Club environment inclusive and aims to ensure that all people, irrespective of their background, ability or Protected Characteristics (see below), have a genuine and equal opportunity to participate in golf and other activities at all levels and in all roles.
- will embed these values within all areas of our work and encourage all staff, members, visitors, participants, players, parents, coaches, officials and volunteers in LOTS GC to adhere to the principles of this Policy.
- in its relationships with its staff, members, visitors, participants, contractors, players, parents, 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.
- will ensure that the content and format of LOTS GC policies, procedures, competitions, regulations (where applicable) and assessments provides equality for all except where specific situations or conditions properly or reasonably prevent this.
- Will ensure that all material prepared, produced and distributed by, or on behalf of LOTS GC promotes a clear image of diversity within the activities of the club.
- Will give clear guidance and communication to all individuals either governing or working for LOTS GC on its commitment to Equality.

In pursuance of this Policy, LOTS GC 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.

LOTSGC is also committed to supporting the rights and interests of those who it employs and details of its commitment to equality matters relating to its staff are set out in the LOTS GC Staff Handbook

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3) LEGAL REQUIREMENTS

The commitments of LOTSGC, outlined within this Policy are in line with the relevant English and UK legislation see Annex A below

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 and Civil Partnership
- Gender Reassignment
- Pregnancy and Maternity (which includes breastfeeding).

4) EXPLANATION

Discrimination can take many guises including verbal, physical, and online conduct. It may not always be obvious to the perpetrator or intended and therefore it is necessary for people to be aware of the 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 Protected Characteristic. This could take the form of discrimination by association where direct discrimination is against someone because they are associated with another person who possesses a Protected Characteristic or discrimination by perception where direct discrimination is against someone because the other person thinks they possess a Protected Characteristic.

Indirect Discrimination occurs where the effect of certain provisions, criteria or practices (PCPs) imposed by an organisation has an adverse impact disproportionately on a certain group and cannot be justified. Indirect discrimination generally occurs when a PCP, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group the PCP is to their disadvantage and it cannot be justified on other grounds.

In relation to the Protected Characteristic of disability, unfavourable treatment which is because of something arising in consequence of someone’s disability (e.g. the inability to carry out certain tasks) is also unlawful unless it can be appropriately justified.

Harassment includes sexual harassment and other unwanted conduct related to a Protected 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. In determining whether conduct can reasonably be considered as having such effect, the perception of the complainant will be considered. People can complain of behaviour they find offensive even if it is not directed at them.

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 related allegations or giving evidence in relation such things.

We consider bullying 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 relating to Protected Characteristics.

5) POLICY IMPLEMENTATION

LOTSGC will:

- Be responsible for advocating equality in golf and will proactively encourage the involvement of all people regardless of background, ability or any of the Protected Characteristics.
- Be responsible for the promotion of the Policy to members, visitors, participants, contractors, players, parents, coaches, officials and volunteers.
- Ensure all competitions and activities are carried out in a fair and equitable way (except where specific situations and conditions prevent this – for example, LOTSGC reserves the right to limit competitions to specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition).
- Monitor and review all LOTSGC policies and procedures to ensure they are promoting equality and diversity.
- Ensure all material prepared, produced and distributed by, or on behalf of LOTSGC promotes a clear image of diversity within the sport of golf.
- Increase collaboration with partners and other appropriate organisations to ensure fair and consistent treatment for all those in golf and promote opportunities within the game.
- Provide appropriate training for staff (and members where applicable) to raise awareness of both collective and individual responsibilities. Also include a requirement about equality law in staff contracts.
- Be responsible for dealing with any allegations of breaches of this policy by Members through the LOTSGC Disciplinary Regulations
- Be responsible for dealing with any allegations of breaches of this policy by Employees through the LOTSGC Disciplinary Regulations as described in the Employee Handbook
- Ensure that no job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute discrimination
- Publish the policy on the LOTSGC website.

All paid staff and volunteers have a responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.

The Management Committee and Captains Committee will be responsible for the implementation of this policy. Day to day responsibility will rest with the Golf Club Manager.

A copy of this document is available to all paid staff and volunteers of LOTSGC and it will be covered in staff and volunteer inductions.

6) Exemptions

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LOTSGC reserves the right to limit competition to specific age, gender or disability groups where this is necessary to ensure equitable, safe and fair competition. It may also be necessary on occasion to apply specific conditions to potential or actual staff and volunteers which are necessary for the proper performance of any work or tasks involved.

7) COMPLIANCE

LOTSGC takes seriously, all claims of inappropriate behaviour, bullying, harassment, victimisation and /or discrimination, whether direct or indirect by a staff member, contractor, player, parent or volunteer who works on behalf of, represents or engages with LOTSGC 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. In the case of a Complaint there will be a review by a Panel selected from the Management Committee (MC) and Captains Committee (CC). A member or employee may be subject to the relevant disciplinary action in accordance with LOTSGC's Policies and Procedures. Any action that relates to Members will be dealt with by CC and action related to Employees will be addressed by the Governance Member on behalf of the MC we will investigate any reports of alleged breaches of our Equality Policy and take appropriate disciplinary action based on the outcome of the investigation.

8) MONITORING AND EVALUATION

- The Governance Member on behalf of the Management Committee will review the Equality Policy on an annual basis to establish and assess progress towards its aims and objectives, and to ensure the Club's processes, systems and actions are continually improving.

Notice of complaints which fall under the scope of this Policy may be raised by contacting the General Manager by email to enquiries@leonthesolentclub.co.uk or in writing to Lee on the Solent Golf Club, Brune Lane, Lee on the Solent, PO139PB

Annex A

Related legislation

Equal Pay Act 1970

Rehabilitation of Offenders Act 1974

Sex Discrimination Act 1975 (as amended)

Race Relations Act 1976 (as amended)

Disability Discrimination Act 1995 (as amended)

Disability Discrimination Act 2005

Data Protection Act 1998

Human Rights Act 1998

Special Educational Needs and Disability Act 2001

Employment Equality (Religion or Belief) Regulations 2003

Employment Equality (Sexual Orientation) Regulations 2003

Gender Recognition Act 2004

Civil Partnership Act 2004

Equality Act 2006

Racial and Religious Hatred Act 2006

Employment Equality (Age) Regulations 2006

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

Human Rights Act