



Equality, Diversity & Inclusion Policy

Mickleover Golf Club passionately believes that golf belongs to everyone. All who play, and all who aspire to play, must have an equal opportunity to do so.

This Policy outlines Mickleover Golf Clubs commitment to Equality and Diversity through its operations, policies and procedures.

By listening to underrepresented voices, we will strive to positively affect everyone's experience of our sport.

There is no place in golf for any form of discrimination.

The Equality, Diversity & Inclusion Policy is built on three key pillars:

- Everyone is treated fairly so they may enjoy all aspects of golf (Equality)
- Everyone is recognised and can see themselves and be seen in golf (Diversity)
- Everyone is welcomed and feels that they belong in golf (Inclusion)

1. INTRODUCTION

1.1 - Mickleover Golf Club is committed to the principles of equality and diversity throughout its workforce, throughout its membership base and customers.

1.2 - Mickleover Golf Club 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 work at the club, become a member or participate in club life.

1.3 - Mickleover Golf Club will embed these values within all areas of its work.

1.4 - Mickleover Golf Club will not disadvantage any individual, whether they are participants, contractors, players, parents, coaches, officials, and volunteers by imposing any conditions or requirements which cannot be justified in the provision of its services.

1.5 - Mickleover Golf Club is also committed to supporting the rights and interests of those who it employs. Details of its commitment to equality matters relating to its staff are set out in the Statement Main Terms and Conditions and the Employee Handbook.

1.6 - This policy will be reviewed at least every 3 years by the Management Committee, any amendments shall be effective from the date stated.



2. PURPOSE

2.1 - The purpose of this Policy is to:

2.1.1 - Outline the obligations of those upon whom this Policy is binding.

2.1.2 - Promote fairness, equality, diversity and respect for everyone working, volunteering, or participating in the sport of golf, or otherwise using the services at Mickleover Golf Club;

3. LEGISLATIVE FRAMEWORK

3.1 - Mickleover Golf Club is committed to complying with all relevant legislation enacted or amended from time to time which underpins the principles of equality, diversity, and inclusivity, including but not limited to:

The Equality Act 2010.

The Protection from Harassment Act 1997.

The Employment Act 2002.

The Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000.

The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002; and

The Human Rights Act 1998.

4. OTHER IMPORTANT DOCUMENTS

4.1 This Policy works in conjunction with other documents adopted by the club, in particular.

- Any which relate to the relationship between the club and those it employs and the recruitment process.
- Disciplinary Regulations which may be used to deal with alleged breaches of this policy.
- Safeguarding Policies for both the safeguarding of children and young people as well as Vulnerable Adults, which will be followed in respect of any matters which give rise to safeguarding concerns.
- Mickleover Golf Club Code of Conduct, which sets out the standards of behaviour and conduct expected from all members, those who are attending Club Events, or representing, working for, or otherwise engaged in Club activities.
- Complaints Policy, which may be used to deal with concerns raised about the actions of the club, its staff, or members.
- Data Protection Policy which sets out how the organisation handles personal data, including data collected to monitor diversity in line with this Policy.



- Mickleover Golf Clubs code of business ethics.
- Mickleover Golf Clubs ED&I Framework Plan – Outlined in Appendix Four.

5. SCOPE

This Policy shall apply to, and be binding upon Mickleover Golf Club, its management committee, staff, volunteers, contractors, squad players, agents, and representatives working or acting for or on behalf of Mickleover Golf Club.

6. POLICY IMPLEMENTATION

6.1 - Mickleover Golf Club will:

6.1.2 - Encourage the involvement of all people regardless of background, ability, or any Protected Characteristic, in golf.

6.1.3 - Ensure that all competitions, events, and activities administered by Mickleover Golf Club are carried out in a fair and equitable way (except where specific situations and conditions prevent this, and except where Positive Action is necessary).

6.1.4 - Monitor and review all Mickleover Golf Club policies and procedures to ensure that they comply with the requirements of this Policy.

6.1.5 - Monitor the diversity of its members, participants, players and volunteers in order to better understand the diversity that currently exists within Mickleover Golf Club. All such monitoring of personal data shall be undertaken in compliance with England Golf's Data Protection Policy and the Data Protection Act 2018.

6.1.6 - Provide appropriate training and support to all staff, contractors, officials and volunteers to raise awareness of both the collective and individual responsibilities imposed by this Policy and the Key Concepts outlined in Paragraph 6 of this Policy.

6.1.7 - Publish this Policy on its website.

7. KEY CONCEPTS

7.1 - Direct and indirect discrimination is outlined in Appendix One.

7.2 - Harassment is outlined in Appendix Two.

7.3 - Victimisation is outlined in Appendix Three.



8. BREACHES

8.1 - Mickleover Golf Club takes seriously all claims of inappropriate behaviour, bullying, harassment, victimisation and/or discrimination, whether direct or indirect, by a contractor, player, parent, coach, official or volunteer who works for, on behalf of, or represents Mickleover Golf Club.

8.2 - Alleged breaches of this Policy shall be dealt with using the Club's complaints, disciplinary or staff grievance procedure as appropriate.

APPENDIX ONE

Every individual and organisation to whom this Policy applies must not act in a way which is directly or indirectly discriminatory and must make reasonable adjustments to avoid discriminating against anyone with a Protected Characteristic. Failure to do so will be considered a breach of this Policy, and may be a breach of the Equality Act 2010,

The Equality Act 2010 makes it unlawful to discriminate directly or indirectly against individuals or groups with certain "Protected Characteristics". The "Protected Characteristics" are listed in section 4 of the Act:

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

DIRECT DISCRIMINATION

Direct Discrimination is defined at section 13(1) of the Equality Act 2010: "A person (A) discriminates against another (B) if, because of a protected characteristic, A treats B less favourably than A treats or would treat others."

For example, if an action or decision is taken by a club which treats females less favourably than males, this would be considered direct discrimination on the grounds of sex, which is a protected characteristic.



INDIRECT DISCRIMINATION

Indirect Discrimination is defined at section 19(1) of the Equality Act 2010: “A person (A) discriminates against another (B) if A applies to B a provision, criterion or practice which is discriminatory in relation to a relevant protected characteristic of B's.”

Indirect discrimination occurs where less favourable treatment is not necessarily the main effect or objective of an action or decision.

Since the nature of indirect discrimination is that the discriminatory effect an unexpected or unforeseen effect of a good faith decision, complaints of indirect discrimination should therefore be considered carefully and objectively, and not dismissed out of hand purely because the effect was not an expected or intentional one.

If, for example, a golf club introduces a rule that club competitions can only be played on Saturdays, this rule would prevent members with certain religious beliefs from taking part in the competition. Although it may not have been the intention of the golf club, the effect of the rule is the less favourable treatment of members on the grounds of religion or belief, which is a protected characteristic. This is indirect discrimination.

ACTIONS AND INTENTIONS

An action or decision will still be considered discriminatory even if the less favourable treatment is unintentional. It may not always be obvious to the perpetrator that their actions are discriminatory. Indirect discrimination is often unintentional, but it is not a defence to an allegation of discrimination to say that the perpetrator did not mean to discriminate against a person or group. Discrimination can arise out of actions and decisions but can also arise out of omissions and failure to take actions or decisions.

REASONABLE ADJUSTMENTS

Everybody to whom this Policy applies is under a duty to make reasonable adjustments to avoid discriminating against any individual or group with a Protected Characteristic.

The duty is to make reasonable adjustments. It is not unreasonable for adjustments to cost time, money, or other resources. However, an adjustment may not be reasonable if the cost is disproportionately high, or making the adjustment would be unfeasible.



POSITIVE ACTION

It can be lawful to make decisions that discriminate on the basis of a Protected Characteristic in very limited and exceptional circumstances, if the discrimination is a 'Positive Action' taken in order to address an underrepresented group or Protected Characteristic. Positive Actions must be reasonable, justifiable, and clearly linked to a legitimate aim.

EXAMPLES

In a golfing context, some examples of unlawful discrimination might include:

Not allowing the use of golf buggies, as this increases the cost of maintaining the course.

Restricting the number of tee times available to women during peak hours at a golf course.

Not allowing competitions to be played on alternate days to accommodate for certain religious beliefs.



APPENDIX TWO

HARASSMENT

Harassment is defined in section 26(1) of the Equality Act 2010. Harassment occurs where a person engages in unwanted conduct related to a Protected Characteristic (outlined in the Equality Act 2010), which has the purpose of either:

Violating the other person's dignity; or

Creates an intimidating, hostile, degrading, humiliating or offensive environment for the other person.

In determining whether conduct amounts to harassment, regard is had to:

The perception of the victim.

Whether it is reasonable for the conduct to have the perceived effect; and

The Wider circumstances of the matter.

SEXUAL HARASSMENT

Sexual harassment occurs where a person engages in unwanted conduct of a sexual nature, and the conduct has the purpose or effects outlined above.

ONE OFF INCIDENTS

A single, isolated, or one-off incident can still amount to harassment. The key consideration is the purpose or effect of the conduct.

PROTECTION FROM HARASSMENT ACT 1997

Harassment can still occur even if it not based on a Protected Characteristic. The Protection from Harassment Act 1997 made it a civil, and sometimes a criminal, offence to carry out a course of conduct that amounts to harassment.

EXAMPLES

In a golfing context, some examples of unlawful harassment might include:

Employees making unwanted or inappropriate contact with colleagues at a golf club or facility.



Targeting disabled golfers using buggies and demanding to see proof of a disability.

Disproportionate and public criticism or sanctioning of an individual's behaviour by an organisation for irrelevant or personal reasons.



APPENDIX THREE

VICTIMISATION

Victimisation is defined in section 27(1) of the Equality Act 2010.

Victimisation occurs where a person suffers a detriment because they do a protected act or are believed to have done a protected act.

PROTECTED ACT

A protected act includes bringing legal proceedings or making a complaint under the Equality Act 2010 in relation to discrimination, harassment, bullying, or any other issue related to equality, diversity, or Protected Characteristics.

DETRIMENT

A detriment can be any less favourable treatment, including direct acts such as suspensions, fines, sanctions, and verbal and physical aggression.

It is not necessary to show that somebody is being treated less favourably than somebody else who did not do a protected act, only that they have been subject to a detriment because of a protected act.

EXAMPLES

In a golfing context, some examples of unlawful victimisation include:

Initiating disciplinary proceedings against a person as a result of making a protected act.

Ignoring a person's valid input into the management of a club or county after that person has made a protected act.

De-selecting a player from a squad or team as a result of that person doing a protected act.



Appendix Four

Mickleover Golf Club ED&I Framework Statement

Mickleover Golf Club is in a unique and fortunate position as we look to build for the future.

Mickleover Golf club passionately believes that golf belongs to everyone. All who player, and all who aspire to play, must have an equal opportunity to do so.

In our drive to make our sport more inclusive, we will reach out to those under-represented groups who, right now, feel that golf is someone else's game.

By listening to underrepresented voices, we will strive to positive affect everyone's experience of our sport.

There is no place in golf for any form of discrimination.

We will encourage anyone and everyone, regardless of age, gender, ethnicity, or ability, to pick up a club and play together for fun as well as competitively.

On that basis, I'm delighted to introduce Mickleover Golf's Equality, Diversity & Inclusion strategic framework designed to drive game forward. Golf must keep moving with the times and make sure it holds real relevance in a modern, progressive society.

Mickleover Golf Club is excited to be a part of this positive action plan promoting real change in our game.

Historically, golf has not appealed to some sections of our community. We must be bold and ask the question why – and resolve to act on the answers.

We must confront uncomfortable perceptions about our game – and be united in our mission to improve things for the future.

Inclusivity lies at the heart of Mickleover Golf Clubs existing strategy and in everything we strive to do as an organisation.

Only by working together, communicating strongly and positively, and bringing more people on this journey, can we make strides towards where we want to be as a sport

No one should be disadvantaged or excluded from our game and there is no place for any form of discrimination in golf.

Already, our proactive EDI steering group reports directly to the main board and we now have a clear direction of travel.

Together we can ensure that golf – a game that can be enjoyed by all sections of the community – truly becomes a sport for all.

David Jones

Mickleover Golf Club - Chairmen

May 2023



Our values

- Inclusive - Welcoming and enabling everyone to be involved with golf and the club.
- Supportive - Working together to make golf better for everyone, inspiring people to achieve their goals.
- Responsible - Being accountable and passionate about driving a strong future for golf.
- Honest - Acting with integrity, trust, fairness, reliability, and transparency.
- Excellent – Continuously improving, exceeding expectations, and setting high standards.

Our mission is to lead, support, inspire and deliver for our community of golfing members.

What do we mean by making golf more inclusive?

Our strategic mission embraces the principles of EDI.

1. Everyone is treated fairly and can enjoy all aspects of golf (equality)
2. Everyone is recognised and can see themselves and be seen in golf (diversity)
3. Everyone is welcomed and feels that they belong in golf (inclusion)

To achieve this, we acknowledge that we need to develop how we work and, at times, target our efforts towards specific groups to tackle inequalities. We want to make sure that our club maintains pace with societal and cultural changes to enable golf to be embraced and enjoyed by future generations.

Where are we now?

- Collaboration with Governing Bodies to support their strategy 'Uniting the Movement' and defines the role golf can play in tackling inequalities.
- Ongoing compliance with the Code for Sports Governance and implementation of the Equality Standards.
- Appointment of a Board EDI champion.
- Creation of internal EDI steering group and EDI operations group with a focus on inclusivity and accessibility.
- Developed a standardised set of EDI monitoring questions for use across the organisation, to better understand and report on what diversity in Mickleover Golf looks like, to analysis annually to monitor changes over time and measure the impact of our activities.
- Launched our new Junior Golf Strategy in collaboration with the Club Professionals



The strategic framework

The framework is designed to help support the club and all of our stakeholders to work together and towards a set of common principles aimed at ensuring that everyone who wants to participate in golf has the opportunity to do so.

We have shaped our commitments in line with the four guiding principles as set out within our strategy document.

- We lead through strong governance and integrity. We strengthen governance in all aspects of our sport, we deliver safeguarding throughout our golfing community, we will utilise data and technology to enhance decision-making and we drive equality and equity in everything we do.
- We will energise and support the local golf community, looking at member recruitment and retention, connecting and engage with all golfers, we will increase golf's influence within local communities, and we advocate and inform on all elements of sustainability.
- We want to deliver a more inclusive and accessible sport. Drive diversity at all levels of golf, we create more opportunities for juniors and young adults, whilst promoting the health and wellbeing benefits of golf, and inspire more women and girls to play golf and look to develop greater access for disabled people.
- Mickleover Golf Club wants to inspire current and future generations. Whilst empowering all golfers through relatable role models, communicating a positive perception change for golf, and where possible deliver an talent pathway for Juniors from regional to national squad level.



PRINCIPLE 1

Lead through strong governance and integrity

Mickleover Golf will:

- Lead a cultural change within golf where everyone feels welcome and included whenever they participate, particularly those people who have previously felt marginalised and excluded.
- Challenge inappropriate behaviours and celebrate best practice.
- Meet the requirements of the Code for Sports Governance, including the development of a Diversity & Inclusion Action Plan
- Empower women and girls into positions of influence and leadership by providing a platform and opportunities for women to be seen and heard.
- Build capacity, capability and confidence within our leadership and workforce to tackle inequalities in our sport within the Club.
- Strengthen governance across all levels of our organisation, through mandatory requirements including SafeGolf accreditation and the implementation of robust standards and policies linked to EDI.

Principle 2

Energise and support the golf community and our members

Mickleover Golf Club will:

- Drive inclusivity by influencing the direction of our club, to tackle inequalities within our local communities, capture and share impact and progress.
- Deliver EDI training and education throughout the development and talent pathway to both the paid and volunteer workforce.
- Work with Local clubs and Derbyshire counties teams to provide opportunities for women and girls to network, share experiences, and increase their influence and presence.
- Develop a workforce strategy in collaboration with key partners with a focus on increasing the diversity of the paid and volunteer workforce.
- Connect and engage with more golfers by providing opportunities through the World Handicap System (WHS), iGolf platform and digital channels.



Principle 3

Deliver a more inclusive and accessible sport

Mickleover Golf Club will:

- Increase our understanding of golf's influence within local communities and how we can operate more effectively.
- Identify priorities within the development and talent pathway to increase accessibility for disabled people and those with long term health conditions.
- Create opportunities for more young people to experience the game by delivering targeted initiatives and building provision across the junior golfer pathway in collaboration with the Golf Foundation or Derbyshire Counties Programme and the Club Professionals
- Increase awareness and opportunities to access coaching and competitions that develop players capable of performing at the highest levels of the talent pathway.

Principle 4

Inspire current and future generations

Mickleover Golf Club will:

- Deliver campaigns to inspire more women and young people to play golf.
- Develop a communication plan to provide targeted messaging to more diverse audiences through evolving relationships with key local groups and networks.
- Promote player success stories and provide opportunities as ambassadors to raise the visibility of diversity within our club and the sport in general
- Give young people a platform to inspire the next generation of junior golfers
- Increase the diversity of juniors entering the club with a particular focus on girls.
- Highlight the journeys of those from diverse backgrounds to better understand the challenges and barriers that participants have had to overcome.
- Utilise a range of authentically diverse voices and imagery to challenge ongoing perceptions of golf.

The change we want to create

Mickleover Golf Club will omit to our guiding principles and positive actions designed to make golf more inclusive.

It is the responsibility of all of us involved in this great game to make sure that we play a part in making a difference and creating the conditions for future growth.

Our clubs has the potential to thrive as a feature hubs for the local community. However, we must all strive to ensure they have the resources and support required to offer a warm welcome to all who play, or aspire to play, our game.



Our strategy pledges to lead and inspire. We will not fall short in our efforts.

By embedding our inclusivity ethos in all we do, we will support long term cultural change in our sport and the club whilst, improve access pathways for underrepresented groups and increase golf's relevance.

We will drive participation within golf, prioritising women and girls through targeted campaigns and initiatives.

Our Junior Golf Strategy focus is to inspire young people to pick up a club - have fun with friends and potentially enjoy this great game throughout their lives, making our game strong for generations to come.

Likewise, we passionately believe that disabled golfers and those living with injury or illness can enjoy the mental and physical benefits our game provides in abundance and to also thrive in competition.

We would love for new golfers to be drawn to golf from all backgrounds, more positively reflecting the vibrant and diverse society we live in.

By working together in golf, we are determined to positively affect change.

David Jones

Mickleover Golf Club Chairmen

May 2023