



CROWLANDS HEATH GOLF CLUB EQUALITY, DIVERSITY & INCLUSION POLICY

STATEMENT OF INTENT

- Crowlands Heath Golf Club (the Club) shares the belief of England Golf and the Essex Golf Union that golf belongs to everyone. All who play and all who aspire to play must have an equal opportunity to do so.
- The Club is committed to the principles of equality and diversity throughout its membership, its paid and volunteer workforce and any others with whom the Club engages.
- The Club considers that everyone should play their part in making golf inclusive and aims to ensure that all people, irrespective of background or 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.

WHO DOES THIS POLICY APPLY TO?

This policy applies to, and is binding on the Club, its directors, staff, volunteers, coaches and contractors and those holding office or acting for or on behalf of the club.

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

- the Club's Code of Conduct
- the Club's Disciplinary Rules (which may be used to deal with alleged breaches of this policy)
- the Club's Children and Young People Safeguarding Policy.

WHAT WE WILL DO

- Promote fairness, equality, diversity and respect for everyone working, volunteering or participating in the sport of golf or otherwise engaging with the Club.

- Make reasonable adjustments for those with a disability.
- Ensure that all competitions, events and activities administered by the Club and its members are carried out in a fair and equitable way (except where specific situations and conditions prevent this)
- Monitor and review Club policies, procedures and regulations to ensure that they are consistent with the requirements of this policy.
- Provide any appropriate training and support to staff, volunteers and officials.
- Publish this policy on the Club website.

WHAT WE WON'T DO

- Discriminate against anyone, either directly or indirectly, on the basis of a Protected Characteristic.
- Subject anyone to less favourable treatment on the basis of them doing a Protected Act (victimisation).
- Subject anyone to harassment in relation to a Protected Characteristic.

REPORTING INCIDENTS

If you are concerned about the behaviour or conduct of someone at a Club event, someone representing the Club, or any other breach of this policy, please report the matter to a manager of the Club, giving as much detail as possible. Where the incident is reported verbally, and you are able, please follow this up in writing as soon as possible. The Club will then consider the appropriate way to deal with the matter, which may include referring it to and/or seeking guidance from England Golf.

DEALING WITH BREACHES OF THIS POLICY

When we receive a report or a concern that relates to this policy one of the Club's management will consider the matter and determine the appropriate next steps, which may include the following:

- seeking further information in relation to the matter raised
- seeking guidance from England Golf or any other appropriate body or organisation
- referring the matter to another body or organisation
- dealing with the matter informally

- deciding which procedure is the most appropriate, such as the Disciplinary Procedure or the Safeguarding Policy to progress the matter formally.

The Club will usually inform the person reporting the matter of the next steps and/or the outcome. However, there may be circumstances in which this is not possible because the law prevents this from happening, because some information is confidential or to protect the safety or wellbeing of those involved.

DEFINITIONS

Protected Characteristics are defined in section 4 of The Equality Act 2010 as:

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

A **Protected Act** includes making a complaint (whether in writing or not, formally or informally) or bringing legal proceedings under the Equality Act 2010 in relation to discrimination, harassment, bullying, or any other issue related to equality, diversity or Protected Characteristics.

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