

**RYBURN GOLF CLUB**

**THE SHAW**

**NORLAND**

**SOWERBY BRIDGE**

**HX6 3QP**

## **Equality Policy**

### **Statement of Intent**

Ryburn Golf Club [the Club] is subject to the legal authority of the Clubs committee, in compliance with the Equality Act 2010 and / or any statutory modification thereof, relevant English, UK and European legislation and all other statutory obligations, are resolute in their determination to pursue respective equality of status to all members, associate members, visitors, guests, volunteers, present and potential employees servants agents and service providers associated with those companies. We will endeavour to ensure that every person, as identified above, regardless of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex or sexual orientation, pregnancy and maternity has a genuine opportunity to participate to their full potential at all levels and in all roles within the Club.

### **Equality Policy**

In accordance with the Above Statement of Intent agreed by Ryburn Golf Club, the committee of the Club has produced the following Equality Policy. This policy shall be subject to annual review and shall remain effective (subject to minor changes determined only by legislation, by the need to make reasonable adjustments to practices procedures and policies or as agreed by practical experience, in keeping with current legislation) during this period.

#### **Ryburn Golf Club will form a compliance committee to implement and update the policy.**

The compliance committee will be responsible for the annual report on the equality policy, assessing progress against aims ensuring that the policy remains appropriate and effective.

- A copy of this document is available to all paid staff, agents and service providers of the Club together with its members, visitors / guests and its content will be covered in all induction programmes carried out or organised by the Club for all such persons.  
A copy of the policy will be published on the Clubs web site, ([www.ryburngolfclub.co.uk](http://www.ryburngolfclub.co.uk))
- No job application will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.
- All members, visitors, guests, employees, agents and service providers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.
- The policy will be available on the Club website and within our joining process via the application form.
- All staff and officers of the Club will receive appropriate briefings.

#### **Membership**

- The Club will ensure that each application for membership will be assessed in accordance with the Club's statement on equal opportunities. Other than the total maximum membership number (300) (excluding juniors) as identified by the committee, no upper membership limits will be applied to any category of membership although to protect against the erosion of any group of members, the Club has agreed that a minimum of 50 spaces be

allocated to each gender. The Club may apply an upper limit on the numbers in any category, provided that no category is determined by reference to any of the protected characteristics.

- All subscriptions fees are based on full membership and will be equal for all categories, save where the club has decided on the need for positive action measures and has agreed to offer financial incentives to encourage an increase in membership within a particular category.
- Such incentives shall only apply for the agreed duration of the specific recruitment drive initiative. or until the requisite number of vacancies has been filled or, in the case of juniors, until such time as the member no longer qualifies under the age requirements of the junior section.
- Reductions in subscriptions are offered to those members of either gender who have achieved the age of **65 years** and have been full members of the club for **20 years**. Discounted rates which apply to female members between the ages of **61 & 64** shall remain in place, and be ring fenced for those members who qualified for a discount prior to the amendment to Club rules, to comply with the legislation, and shall remain available throughout their continuing membership. No further female members shall be offered similar discounts except where they qualify under the conditions for reductions in subscriptions.
- Other membership categories based on restricted playing days or limited access will be subject to the above conditions.
- Applications for membership will be processed as determined by the committee and the application procedures will comply with the requirements of the Equality Act 2010 and / or any statutory modification thereof. Applicants who are considered to be suitable for membership will be allocated membership on a first come, first served basis save that the committee management may in their absolute discretion (but only where the number of members in an under-represented category has fallen below the agreed minimum, and solely to protect against the erosion of that group of members) admit in preference to a member of another group an applicant who has a protected characteristic of the under represented group,
- **Membership Rights**
- Material prepared or produced by, or on behalf of the Club, will endeavour to promote a clear image of diversity within the club.
- Clear guidance and communication will be given to all members and individuals either governing or working for the Club on its commitment to Equality.
- All members, players, staff and visitors at the Club, in whatever capacity, shall receive fair and equitable treatment.
- All members will have equal access to all joint function rooms and bars.
- Members who wish to transfer their category of membership shall have their request considered and processed as determined by the committee.
- All rules introduced by the committee shall reflect fair and equitable treatment in respect of the club's practices policies and procedures.

### **Officers of the Club**

**Responsibilities** The management committee is responsible for ensuring that the Club operates in accordance with the Constitution and Rules of the Club as written and updated from time to time, and in conformity with the Equality Act 2010 and / or any statutory modification thereof.

- The committee shall be elected in accordance with the procedures as identified in the Constitution / Rules of the Club.
- Any member, who meets the criteria for election to the committee, shall be entitled to allow them to be nominated.

## **Captaincy**

- There will be separate captains for each gender section of the club.
- Proposals and nominations for each captaincy will be in accordance with the procedures as identified in the Constitution.
- Each captain shall comply with the responsibilities of captaincy as identified in the Constitution and shall represent his / her section of the club at all events that fall within their jurisdiction under those directions.
- In their year of office the two captains shall share responsibility and authority for all club functions and will agree at the outset of their term of office those events which will be undertaken individually or jointly.

## **Presidency**

- In accordance with the Constitution there shall be a Club President who shall be selected in accordance with the procedure as identified in the Constitution.
- The President shall remain in office for a period of one year during which time he/she will officiate at those other functions where attendance and/or responsibility has not been previously agreed to be within the scope of the office of either of the two section captains.
- The President may delegate responsibility to either or both of the section captains at his/her discretion.
- In the event that the President is unable to fulfil his/her duties at a particular event, the responsibility to attend on his/her behalf shall be agreed between the section captains.
- The President will review the Compliance Committee reports on an annual basis to establish progress against aims and ensure the Statement and Policy remain appropriate and effective

## **Course access**

**General** All members shall enjoy equal access to the golf course(s) at all times, save only where this is superseded by the limitations of any restricted access membership.

- Conditions of entry to club competitions shall be as specifically identified in Club's competition calendar.
- The playing of designated major competitions shall take precedence within the competition calendar of the club. On such occasions and for the duration of the allotted tee reservation, the course will only be available to participants in the competition.
- Where it can be identified that the preponderance of male competitions denies equal access to females at weekends or at regular or particular times, the Club will ensure that suitable alternative opportunities for weekend play for females are included in the playing calendar, the details of which will be easily accessible by all members and will be included within the Membership Diary and /or the Rules of the Club.
- Handicap Qualifying Competitions shall be made available to all categories of membership, and shall be played concurrently subject only to gender variations as determined by the Council of National Golf Unions (CONGU) Unified Handicapping Scheme. Tee time availability will be in accordance with the current tee time booking procedure.

## **Exemptions**

- The Club reserves the right to limit competition to specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition.
- The Club will take positive action in providing opportunities to increase the inclusion of people from under-represented groups.

## **Rules**

The general rules of the Club do not affect the R&A Rules of Golf relating to Etiquette.

## **Compliance Committee**

Representatives from the committee will be selected to form a Compliance Committee to ensure that the requirements of the Equality Bill and the Terms and Conditions of this Equality Statement are being adhered to, and to monitor and evaluate the interpretation of these documents.

- The President will review the Compliance Committee reports on an annual basis.
- The Compliance Committee will report directly to the committee with which overall responsibility for ensuring adherence to the Equality Act and this Equality Statement rests.
- Selection for the compliance committee will be in accordance with the Constitution.
- The committee will review process and operation to consider the level of compliance in relation to the legislation.
- The committee should identify areas and processes for change where necessary and make reasonable adjustments to this Statement of Intent and Equality Policy as required.
- The committee should record their reasonable conclusions and track progress in the introduction of any changes that they recommend in consideration of the Act.

## **Complaints**

The content of this document applies equally to members, visitors, guests, employees, servants, agents and service providers of the club. The President has overall responsibility to the management committee for ensuring that the requirements of this document are implemented. The day to day responsibility for the Statement of Intent and Equal Opportunity Policy will rest with the Secretary.

- Any complaint or grievance will be dealt with via the appropriate policy and procedures, e.g. Disciplinary Procedure, Grievance Procedure or Mediation process.
- Allegations of inequitable behaviour emanating from the actions of an employee of the club will be investigated in accordance with the terms and conditions of employment relating to that employee.
- An allegation of behaviour which from breaches the Clubs Equity Policy made by any person against a Club member, employee, visitor, servant, agent or service provider will be investigated and dealt with in accordance with the Clubs complaints procedure applying to an alleged breach. This will apply whether the breach is alleged to have occurred on the Clubs premises or elsewhere.

## **Discipline**

In accordance with the Club Code of Conduct, Disciplinary and Grievance Policy and Procedures, any reports of alleged breaches of our Equity Policy will be investigated and appropriate disciplinary action will be taken, based on the outcome of the investigation.

## **Appendix**

### **Appendix 1**

The main legislation which underpins this policy is:

- The Equal Pay Act 1970
- The Rehabilitation of Offenders Act 1974
- The Sex Discrimination Act 1975 (as amended in 1986, 1999 and 2008)
- The Race Relations Act 1976 (as amended in 2000)
- The Disability Discrimination Act (as amended in 2005)
- The Human Rights Act 1998
- The Scotland Act 1998
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Gender Recognition Act 2004
- The Civil Partnership Act 2004
- The Disability Discrimination Act 2005
- The Equality Act 2006
- The Equality (Age) Regulations 2006
- The Equality Act 2010