

Statement of Intent

The Pannal Golf Club (Harrogate) Limited ("The Club") in compliance with the Equality Act 2010, relevant English, UK and European Legislation and all other statutory obligations, is resolute in its determination to pursue equality of status to all members, associate members, visitors, guests, volunteers, present and potential employees, servants, agents and service providers associated with The Club. It 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 ("the protected characteristics") has a genuine opportunity to participate to their full potential at all relevant levels and roles within The Club.

Equality Policy

The Committee of The Club has produced this statement which is 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.

- The policy will be available on The Club website
- 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 unfair discrimination.
- All members, visitors, guests, associate members, employees, agents, service providers and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the Policy.
- All staff, agents and service providers will receive appropriate training.

Membership

- The Club will ensure that each application for membership will be determined in accordance with this Statement.
- No upper membership limits will be applied to any category of membership except that (a) the Committee will set a total maximum membership from time to time and (b) the Committee may apply an upper limit on the numbers in any category which is not determined by reference to any of the protected characteristics.
- Subscription fees are based on seven-day membership and will be equal for all categories except where The Club have decided there is a need for positive actions and measures have been agreed to offer financial incentives to:
 - (a) Alleviate disadvantage experienced by people who share a protected characteristic, identified above;
 - (b) Junior members for the duration of the specified membership status; and
 - (c) Encourage increased levels of membership to a pre-determined number within specific categories, which may include, for example, certain age groups or other selected underrepresented groups.
- 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 category (as the case may be).
- Applications for membership will be considered by the membership Committee and then determined by the Committee. Applicants who are considered to be suitable for membership will be allocated membership subject to any applicable numerical limit which may exist consistently with this Statement.
- However, the Committee may in its absolute discretion (but only where the number of members in an under-represented group of members sharing a protected characteristic has fallen below an 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

- The Committee produced to the members of the Club at the Annual General Meeting held on the 16th March 2013 a revised version of the Articles of Association, which have been drafted so that The Club fully complies with its Equal Opportunities Policy. The members overwhelmingly approved the said Articles of Association.
- The Articles of Association authorise the Committee to make Bye-Laws for the better management of The Club. The Committee has approved amendments to the Bye-Laws of The Club, which have been made to ensure that the operations of The Club governed by the Bye-Laws comply with the Equal Opportunities Policy.
- All members will have equal access to The Club's dining room, bar and other facilities.

Officers of The Club

Responsibilities

- The Committee shall be elected in accordance with the procedures as identified in the Articles of Association and Bye-Laws of The Club.
- Any member that meets the criteria for election to the Committee shall be encouraged to allow themselves to be nominated.

Captaincy

- There will be separate Captains for each gender section of The Club of equal standing and status.
- Proposals and nominations for each captaincy will be in accordance with the procedures identified in the Articles of Association and Bye-Laws of The Club.
- Each captain shall represent their section of The Club at all events that fall within their jurisdiction.
- 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 that will be undertaken individually or jointly.

Course Access

General

All members will enjoy equal access to the golf course at all times except only where it is necessary or appropriate to give priority of access for participants in a competition open only to members of one gender.

- Conditions of Entry to Club competitions shall be as specifically identified in the terms and conditions of entry applicable to that competition.
- The playing of designated trophy 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 may only be available to participants in the competition.
- Where it can be identified that the preponderance of gender specific competitions unreasonably denies equal access The Club will consider the provision of suitable alternative opportunities in the playing calendar.
- When general play conditions prevail, access will be in accordance with the tee time booking procedure and will allow for equal access within each relevant category of membership.

Exemptions

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

Compliance

The Committee will regularly review The Club's operations to ensure that the requirements of the Equality Act 2010 and the terms of this Equal Opportunity Policy are being adhered to.

Complaints

- The content of this document applies equally to members, associate members, visitors, guests, employees, servants, agents and service providers of The Club. The day to day responsibility for the implementation of the Equal Opportunity Policy will rest with the General Manager.
- Any complaint or grievance should be communicated to the Managing Secretary. The Committee will then decide how the complaint should be investigated and resolved.