



SHERBORNE GOLF CLUB

EQUALITY AND DIVERSITY POLICY SGC-POL-001

POLICY STATEMENT

Through this policy, Sherborne Golf Club will:

- Lead the development of golf in the area in ways which welcome differences and are accepting of diversity, equality and inclusion.
- Be seen as an inclusive Club which recognises the importance of affording equal opportunity and equal treatment and challenges discrimination in golf.

Sherborne Golf Club considers that everyone should play their part in helping to make golf inclusive. The Club aims to ensure that all people irrespective of their background, ability or protected characteristics should have a genuine chance to participate in golf at the Club. It is expected that all contractors, members, officials, and volunteers who work on behalf of, represent or participate in the Club will adhere to the principles of this policy.

Sherborne Golf Club in its provision of services will not disadvantage any individual by imposing any conditions or requirements which cannot be justified. The Club may take positive action in favour of any group which is currently under-represented, for example through different Club membership offers. Any positive action will be carried out in accordance with the law and not to the detriment of another group.

This policy will be reviewed every 3 years by the Management Committee. It may be amended by the Management Committee at any time and such amendments shall be effective from the date stated.

The Club is committed to supporting the rights and interests of those who it employs and the equality and diversity policy and procedures for staff are detailed in the Sherborne Golf Club Employee Handbook

Legal Requirements

The commitments of Sherborne Golf Club outlined within this Policy are in line with the Equality Act 2010, Rehabilitation of Offenders Act 1974, Protection from Harassment Act 1997, Regulations 2002 and the Human Rights Act 1998.

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



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Discrimination can take many guises including verbal, physical and online conduct. Similarly, discrimination can be direct (where someone is treated less favourably than another because of a protected characteristic), and indirect (where the effect of certain provisions, criteria or practices has an adverse impact disproportionately on a certain group and cannot be justified). Harassment including sexual harassment also includes any other unwanted conduct relating to a Protected Characteristic. And people can complain about behaviour they find offensive even if it is not directed at them.

Victimisation occurs where someone is treated unfavourably because they are known or suspected to have done, or intend to do, one of certain protected acts. These include bringing discrimination proceedings, making related allegations or giving evidence in relation to such things. Bullying includes behaviour which is offensive, intimidating, malicious, insulting or an abuse of power intended to undermine, humiliate, denigrate or injure.

Policy Implementation

Sherborne Golf Club will:

- Be responsible for advocating equality in golf and will encourage people regardless of their background, ability or any of the Protected Characteristics.
- Ensure all tournaments and activities at the Club are administered in a fair and equitable way (except where specific situations and conditions prevent this. For example, the Club reserves the right to limit entry to competitions/activities which may exclude specific disability groups where it is necessary to ensure safe competition).
- Monitor and review all Club policies to ensure that they are promoting equality and diversity.
- Provide appropriate training to Club officials, and volunteers to raise awareness of both the collective and individual responsibilities.
- Be responsible for dealing with any allegations of breaches of the policy through the Clubs disciplinary processes.
- Publish the policy on the Clubs website.

Compliance

Sherborne Golf Club takes seriously any claims of inappropriate behaviour, bullying, harassment, victimisation and discrimination (whether indirect/direct by a contractor, member, official, or volunteer).

Any behaviour which is contrary to this policy will be subject to the Club's Disciplinary process.