



1. STATEMENT OF INTENT

Through this Policy Boldon Golf Club (BGC) will;

- Embrace the development of golf in ways which welcome differences and are accepting of diversity, equality and inclusion.
- Be recognised as a leader on equality issues.
- Recognise the importance of affording equal opportunity and equal treatment and be committed to challenging discrimination in golf in England.

BGC is dedicated to embedding the ethos of this policy within the culture and running of the Golf Club.

BGC 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 participate in golf at all levels and in all roles.

BGC will embed these values within all areas of its work, it is expected that all members, visitors, participants, contractors, players, parents, coaches, officials and volunteers whilst representing or visiting BGC will adhere to the principles of this Policy.

BGC in its relationships with its members, visitors, participants, contractors, players, parents, coaches, officials and volunteers and in the provision of its services, will not disadvantage any individual by imposing any conditions or requirements which cannot be justified.

In pursuance of this Policy, BGC may take special measures or positive action in favour of any group which is currently under-represented through participation, club membership or non-member events. Any positive action will be carried out in accordance within the law and not to the detriment of any other group.

BGC is also committed to supporting the rights and interests of those who it employs and details of its commitment to equality matters relating to its staff are set out in the contracts of employment.

This policy will be reviewed every 2 years or earlier if legislation changes or England Golf suggest amendments. The Policy may be amended by BGC at any time and at its sole discretion and such amendments shall be effective from the date stated.



2. LEGAL REQUIREMENTS

The commitments of BGC, outlined within this Policy are in line with the Equality Act 2010, Rehabilitation of Offenders Act 1974, Protection from Harassment Act 1997, the Employment Act 2002, Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, Fixed Term Employees (Prevention of Less Favourable Treatment) 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

EXPLANATION

Discrimination can take many guises including verbal, physical, and online conduct. It may not always be obvious to the perpetrator or intended and therefore it is necessary for people to be aware of the different types of discrimination and the impact their actions have on others.

- Direct discrimination is where someone is treated less favourably than another person because of a Protected Characteristic. This could take the form of discrimination by association where direct discrimination is against someone because they are associated with another person who possesses a Protected Characteristic or discrimination by perception where direct discrimination is against someone because the other person thinks they possess a Protected Characteristic.
- Indirect Discrimination occurs where the effect of certain provisions, criteria or practices(PCPs)
- (PCPs) imposed by an organisation has an adverse impact disproportionately on a certain group and cannot be justified. Indirect discrimination generally occurs when a PCP, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group the PCP is to their disadvantage and it cannot be justified on other grounds.
- In relation to the Protected Characteristic of disability, unfavourable treatment which is because of something arising in consequence of someone’s disability (e.g. the inability to carry out certain tasks) is also unlawful unless it can be appropriately justified.
- Harassment includes sexual harassment and other unwanted conduct related to a Protected Characteristic which has the purpose or effect of violating someone’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the individual. In determining whether conduct can reasonably be considered as having such effect, the perception of the complainant will be taken into account. People can complain of behaviour they find offensive even if it is not directed at them.
- Victimisation is where someone is treated unfavourably because they are known, or suspected to have done, or intend to do, one of certain protected acts, such as bringing discrimination proceedings, making related allegations or giving evidence in relation such things.
- We consider bullying to include behaviour which is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, denigrate or injure and can include references or inferences relating to Protected Characteristics.

3. BULLYING, HARASSMENT AND VICTIMISATION

- Boldon Golf Club has zero tolerance of any form of bullying, harassment or discrimination (BHD) from any source. Where it occurs it is essential that everyone feels able to report it so it can be tackled.
- We are committed to supporting a culture in which individuals feel confident to raise concerns. Everyone should feel able to raise complaints in good faith and in turn respond respectfully to a complaint, without fear of ridicule or victimisation. Issues will be dealt with compassionately, consistently, and fairly.
- We are committed to people being treated with dignity and respect. We are working to create a culture of inclusivity where all members and employees are engaged, but this cannot be achieved if anyone feels excluded, bullied or harassed.
- We recognise that inappropriate behaviour in the workplace is a serious issue and will regard any complaint made in good faith as a serious matter which could, if upheld, lead to disciplinary action. We will take an objective and balanced view, taking both sides seriously.

Bullying

Conflict at a club or work can take many forms. How people feel they are being treated is important – people need to feel that they are being listened to and treated fairly.

Bullying can occur at any level, not just downwards but also sideways and upwards. It may be by an individual, against an individual, or involve groups of people. It may be obvious or it may be subtle. Whatever form it takes, it is unwarranted and unwelcome.

Bullying can also cover a broad spectrum of covert behaviours that may be more difficult to detect. It can include ill-treatment, interpersonal conflict, unwanted and inappropriate or counterproductive behaviours.

Some behaviours may be overly aggressive, for example, raised voices, putting people down in front of others, wagging fingers. Other behaviours may be more subtle.

Examples of bullying

This is not an exhaustive list of bullying behaviours, but they may include:

- unfair treatment
- shouting at, being sarcastic towards, mocking, mimicking, belittling ridiculing or demeaning others
- picking on someone or setting them up to fail
- physical or psychological threats
- spreading malicious rumours, or insulting someone by word or behaviour
- copying memos or messages that are critical about someone to others who do not need to know
- disclosing or threatening to disclose someone's personal information without consent
- derogatory or stereotypical remarks about someone's physicality
- attributing undue or excessive blame for something
- meaningfully ignoring, avoiding or excluding someone
- deliberate exclusion from activities
- overbearing supervision or other misuse of power or position
- making threats or comments about job security without foundation
- deliberately undermining a competent worker by overloading and constant criticism
- preventing individuals progressing by intentionally blocking promotion, secondments, assignments, appropriate personal development or training opportunities
- misuse of email, text messages or social networking sites
- cyber-bullying, both within and outside any club forums if related to club matters or between club members about another club member
- passive aggression – this can take the form of pretending not to understand something, or negativity, sullenness, resentment, and procrastination
- micro aggression can be intentional or unintentional. For example, not greeting an individual when you would normally greet others in the team or not acknowledging someone's contribution/idea at a meeting. These behaviours can also exist in cases of harassment and discrimination.
- inappropriate use of position or perceived power when working with customers, contractors, consultants, professional partners, members, visitors, participants, players, parents, coaches, officials and volunteers.

Harassment

- Section 26 of the Equality Act 2010 describes a number of ways in which people may experience 'harassment'. This may be by an individual, against an individual, or involve groups of people. It may be obvious or subtle. Whatever form it takes, it is unwarranted and unwelcome.
- Sexual harassment is unlawful and will not be tolerated at Boldon Golf Club

Definition: Harassment

- Harassment can be where person 'A' engages in unwanted conduct towards person 'B' that is related to at least one relevant 'protected characteristic' of someone (not necessarily a characteristic of person 'B'). The unwanted conduct must have the purpose or effect of violating person 'B's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

The 'protected characteristics' that the conduct must relate to are as follows:

- age
- disability
- gender reassignment
- race
- religion or philosophical belief
- sex (gender)
- sexual orientation

Definition: Conduct of a sexual nature

- Person A also harasses Person B if they engage B in unwanted conduct of a sexual nature, and the conduct has the purpose or effect as referred to in the general definition above.

Examples of harassment

- This is not an exhaustive list of behaviours which amount to harassment and may include:
- using words relating to age group, disability, ethnicity, gender/sex, gender identity, health condition, impairment, marital status, nationality, parental status, race, religion/belief, sexual orientation in a negative context (for example, use of the phrase "that's so gay!")
- ignoring or shunning someone, for example, by deliberately excluding them from a conversation or a workplace social activity
- offensive or intimidating comments, gestures, or pranks
- mocking, mimicking, belittling or making a joke about a protected characteristic
- derogatory or stereotypical remarks about someone's age group, disability, ethnicity, gender/sex, gender identity, health condition, impairment, marital status, nationality, parental status, race, religion/belief, sexual orientation
- comments or behaviour that offends a colleague who has a religion or belief (for example blaspheming in the work place)
- lack of duty of care to protect the health, safety or wellbeing with regard to a protected characteristic
- disclosing or threatening to disclose someone's sexual orientation (gay, lesbian or bi), gender identity background and/or intersex status
- malicious misuse / mispronunciation of names (including of any former names used previously) or misuse of personal pronouns (he/his, she/hers or they/theirs)
- unwanted physical conduct or "horseplay" including touching, pinching, grabbing, brushing past someone, invading their personal space
- passive aggression – this can take the form of pretending not to understand something, or negativity, sullenness, resentment, and procrastination
- micro aggression can be intentional or unintentional. For example, asking someone who looks Asian where they are really from when they have already said they were born in Edinburgh.
- These last two behaviours can also exist in cases of bullying and discrimination.

4. POLICY IMPLEMENTATION

BGC will;

- Be responsible for advocating equality in golf and will proactively encourage the involvement of all people regardless of background, ability or any of the Protected Characteristics.
- Be responsible for the promotion of the Policy to members, visitors, participants, contractors, players, parents, coaches, officials and volunteers.
- Ensure all competitions and activities are carried out in a fair and equitable way (except where specific situations and conditions prevent this – for example, BGC reserves the right to limit competitions to specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition).
- Monitor and review all BGC policies and procedures to ensure they are promoting equality and diversity.
- Ensure all material prepared, produced and distributed by, or on behalf of BGC promotes a clear image of diversity within the sport of golf.
- Increase collaboration with partners and other appropriate organisations to ensure fair and consistent treatment for all those in golf and promote opportunities within the game.
- Provide appropriate training for staff (and members where applicable) to raise awareness of both collective and individual responsibilities.
- Be responsible for dealing with any allegations of breaches of this policy through the appropriate procedure.
- Publish the policy on the BGC website.

5. COMPLIANCE WITH THE POLICY

BGC takes seriously, all claims of inappropriate behaviour, bullying, harassment, victimisation and /or discrimination, whether direct or indirect by a staff member, contractor, player, parent or volunteer who works on behalf of, represents or engages with BGC and who displays any behaviour which is contrary to this Policy.

An individual may raise a complaint and no staff member, contractor, member, parent, or volunteer will be penalised for doing so unless it is without foundation and not made in good faith.

Notice of complaints which fall under the scope of this Policy may be raised by contacting the Secretary/Manager by email or in writing to Boldon Golf Club, Dipe Lane, East Boldon, NE36 0PQ.