**Wrekin Golf Club**

**EQUALITY, DIVERSITY & INCLUSION POLICY 2024**

**1. STATEMENT OF INTENT**

1.1 Wrekin Golf Club shares the belief of England Golf and Shropshire and Herefordshire Union of Golf Clubs that golf belongs to everyone. All who play and all who aspire to play must have an equal opportunity to do so.

1.2 The Wrekin Golf 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.

1.3 The Wrekin Golf 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.

**2. WHO DOES THIS POLICY APPLY TO?**

2.1 This Policy shall apply to, and be binding upon the Wrekin Golf Club, its Board of Directors, staff, volunteers, coaches, contractors, squad players, agents, and representatives working, holding office, or acting for or on behalf of the Wrekin Golf Club.

**3. OTHER IMPORTANT DOCUMENTS**

This policy works with other documents adopted by the Wrekin Golf Club, in particular:

* Staff Contract, Health and Safety, and Staff Privacy which relate to the relationship between the Wrekin Golf Club and those it employs and the recruitment process.
* Disciplinary Regulations which may be used to deal with alleged breaches of this policy.
* Safeguarding Children and Young People Policy, and Safeguarding Adults Policy, which will be followed in respect of any matters which give rise to a safeguarding concern.
* Code(s) of Conduct which set out the standards of behaviour and conduct expected from members, those who are attending Club events, or representing, working for, or otherwise engaging with the Wrekin Golf Club in some capacity.
* Complaints Policy which may be used to deal with concerns raised about the actions of the Club.
* UK General Data Protection Regulation Policy which sets out how we will handle personal data, including data collected to monitor diversity in line with this Policy.
* Privacy Notice, UK GDPR Policy, Subject Access Request Policy, Data Retention and Data Destruction Policy, and Shared Data Agreements.

**4. POLICY IMPLEMENTATION**

**A. WHAT WE WILL DO**

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

2. Ensure that all competitions, events, and activities administered by the Wrekin Golf Club are carried out fairly and equitably (except where specific situations and conditions prevent this, or where we consider that Positive Action is a proportionate way to achieve a legitimate aim).

3. Monitor and review Wrekin Golf Club policies, procedures, and regulations to ensure that they are consistent with the requirements of this policy, including policies relating to admission to membership.

4. Where practical we will take steps to monitor the diversity of the Wrekin Golf Club’s members, participants, players, volunteers, and others that we may engage with to measure and assess the impact of this policy.

5. Provide appropriate training and support to staff, volunteers, officials, and others.

6. Make reasonable adjustments for those with a disability.

7. Publish this policy on the Wrekin Golf Club website.

**B. WHAT WE WON’T DO**

1. Discriminate against anyone, either directly or indirectly, based on a Protected Characteristic.

2. Subject anyone to less favourable treatment based on them doing a Protected Act (victimisation).

3. Subject anyone to harassment concerning a Protected Characteristic.

**5. REPORTING PROCEDURES**

If you are concerned about the behaviour or conduct of someone at the Wrekin Golf Club event, someone representing the Wrekin Golf Club, or any other breach of this policy:

5.1 Please report the matter to *[the secretary for members and visitors. The Chairperson would manage the staff / to whom the matter should be reported, including contact details]* giving as much detail as possible.

5.2 If the matter is reported verbally, and you are able, please follow the verbal report in writing as soon as possible.

5.3 The Wrekin Golf Club will consider the appropriate way to deal with the matter, which may include referring the matter to and/or seeking guidance from England Golf.

**6. HOW WE WILL DEAL WITH BREACHES OF THIS POLICY**

6.1 When we receive a report or a concern that relates to this policy, we will ask the Chairperson with the involvement of the Board of Directors to consider the matter initially. They will consider the appropriate next steps, which may include the following:

a. seeking further information concerning matters raised

b. seeking guidance from England Golf or any other appropriate body or organisation

c. referring the matter to another body or organisation

d. dealing with the matter informally

e. deciding which procedure is the most appropriate, such as the Employee Disciplinary Procedure, the Safeguarding Policies, or the Disciplinary Regulations, to progress the matter formally.

6.2 The Wrekin Golf Club will usually inform the person reporting the matter of the next steps and/or the outcome of the matter. However, there may be circumstances in which we cannot disclose full details to the reporting individual. This may be because the law prevents us from doing so. After all, some information is confidential to protect the safety or well-being of those involved.

**7. KEY CONCEPTS, DEFINITIONS AND EXAMPLES**

**A. The Equality Act 2010 and Discrimination**

Every individual and organisation to whom this Policy applies must not act in a way which is directly or indirectly discriminatory based on a Protected Characteristic.

The Equality Act 2010 makes it unlawful to discriminate directly or indirectly against individuals or groups with certain **“Protected Characteristics”**. The **“Protected Characteristics”** are listed in section 4 of the Act:

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

**Direct Discrimination**

Direct Discrimination is defined in section 13(1) of the Equality Act 2010: “*A person (A) discriminates against another (B) if, because of a protected characteristic, A treats B less favourably than A treats or would treat others.*”

For example, if an action or decision is taken by the Wrekin Golf Club Chairperson which treats females less favourably than males, this would be considered direct discrimination on the grounds of sex, which is a protected characteristic.

**Indirect Discrimination**

Indirect Discrimination is defined in section 19(1) of the Equality Act 2010: “*A person (A) discriminates against another (B) if A applies to B a provision, criterion or practice which is discriminatory with a relevant protected characteristic of B's.*”

Indirect discrimination occurs where less favourable treatment is not the main effect or objective of an action or decision.

The nature of indirect discrimination is that the discriminatory effect can be an unexpected or unforeseen effect of a good faith decision. Complaints of indirect discrimination should be considered carefully and objectively, and not dismissed out of hand purely because the effect was not an expected or intentional one.

If, for example, a club has a rule or practice that certain competitions are only played on Saturdays, this would prevent members with certain religious beliefs from taking part in the competition. Although it may not have been the intention of the Wrekin Golf Club, the effect is the less favourable treatment of members on the grounds of religion or belief, which is a protected characteristic. This is indirect discrimination.

**Actions and Intentions**

An action or decision can still be considered discriminatory even if the less favourable treatment is unintentional. It may not always be obvious to the perpetrator that their actions are discriminatory. Indirect discrimination is often unintentional, but it is not a defence to an allegation of discrimination to say that the perpetrator did not mean to discriminate against a person or group.

Discrimination can arise out of actions and decisions but can also arise out of omissions and failure to take actions or decisions.

**Reasonable Adjustments**

Everybody to whom this Policy applies is under a duty to make reasonable adjustments to avoid discriminating against any individual or group with the Protected Characteristics of Disability.

The duty is to make *reasonable* adjustments. It is not unreasonable for adjustments to cost time, money, or other resources. However, an adjustment may not be reasonable if the cost is disproportionately high or if making the adjustment would be unfeasible. The resources required to adjust are an important factor to be considered in deciding whether an adjustment is reasonable.

**Positive Action**

It can be lawful to make decisions that discriminate based on a Protected Characteristic in very limited and exceptional circumstances if the discrimination is a ‘Positive Action’ taken to address an underrepresented group or Protected Characteristic. Positive Actions must be reasonable, justifiable, and linked to a legitimate aim. Where a club decides to take Positive Action in respect of an underrepresented group, it should carefully record its decision-making and the evidence it has considered and review the practice regularly to ensure that the Positive Action does not continue for longer than reasonably necessary.

**Examples**

In a golfing context, some examples of discrimination might include:

* Not allowing the use of golf buggies, as this increases the cost of maintaining the course. Permitting the use of golf buggies may be a reasonable adjustment, and the increased course maintenance costs are a factor to be assessed in deciding whether or not the adjustment is reasonable.
* Restricting the number of tee times available to women during peak hours at a golf course. Whilst it may be permissible to limit access to the course at certain times, for example, to allow competition to be played, a club will need to be certain that it is providing equal opportunity to access the course for various groups.
* Not allowing competitions to be played on alternate days to accommodate for certain religious beliefs.

**B. Harassment**

Harassment is defined in section 26(1) of the Equality Act 2010. Harassment occurs when a person engages in unwanted conduct related to a Protected Characteristic (outlined in the Equality Act 2010), which has the purpose of either:

* Violating the other person’s dignity; or
* Creates an intimidating, hostile, degrading, humiliating or offensive environment for the other person.

In determining whether conduct amounts to harassment, regard is had to:

* The perception of the victim
* Whether it is reasonable for the conduct to have the perceived effect
* The wider circumstances of the matter.

**Sexual Harassment**

Sexual harassment occurs when a person engages in unwanted conduct of a sexual nature, and the conduct has the purpose, or effects outlined above.

**One Off Incident**

A single, isolated, or one-off incident can still amount to harassment. The key consideration is the purpose or effect of the conduct.

**Protection from Harassment Act 1997**

Harassment can still occur even if it is not based on a Protected Characteristic. The Protection from Harassment Act 1997 made it a civil, and sometimes a criminal, offence to carry out a course of conduct that amounts to harassment.

**Examples**

In a golfing context, some examples of unlawful harassment might include:

* Employees making unwanted or inappropriate contact with colleagues at the Wrekin Golf Club or facility.
* Targeting disabled golfers using buggies and demanding to see proof of a disability where this is not required by the terms of a competition, for example.
* Disproportionate and public criticism or sanctioning of an individual’s behaviour by an organisation for irrelevant or personal reasons. A clear disciplinary procedure will help to ensure that those facing disciplinary action at a club are treated fairly.

**C. Victimisation**

Victimisation is defined in section 27(1) of the Equality Act 2010.

Victimisation occurs when a person suffers a detriment because they did a protected act or are believed to have done a protected act.

**Protected Act**

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

**Detriment**

A detriment can be any less favourable treatment, including direct acts such as suspensions, fines, sanctions, and verbal and physical aggression.

It is not necessary to show that somebody is being treated less favourably than somebody else who did not do a protected act, only that they have been subject to a detriment because of a protected act.

**Examples**

In a golfing context, some examples of unlawful victimisation include:

* Initiating disciplinary proceedings against a person as a result of making a complaint about discrimination or harassment.
* Ignoring a person’s valid input into the management of a club or county after that person has made a complaint.

De-selecting a player from a squad or team because that person has made a complaint.

**8. Further guidance and support**

You can find further information from the following sources:

* [England Golf ED&I pages on the website](https://www.englandgolf.org/equality-diversity-and-inclusion)
* [England Golf Equality Guidance](https://static.whsplatform.englandgolf.org/clubs/1000-1/uploads/downloads/club-support/edi_plan_2022.pdf)
* [equalityhumanrights.com/en](https://equalityhumanrights.com/en)