



Epsom GOLF CLUB

Equality & Diversity Policy 2020

1. INTRODUCTION

- 1.1 Epsom Golf Club (EGC) Golf Club is committed to the principles of equality and diversity throughout its workforce, throughout its membership base and customers.
- 1.2 EGC 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 (see 1.7 below), have a genuine and equal opportunity to work at the club, become a member or participate in club life.
- 1.3 EGC will embed these values within all areas of its work.
- 1.4 EGC will not disadvantage any individual, whether they are participants, contractors, players, parents, coaches, officials, and volunteers by imposing any conditions or requirements which cannot be justified in the provision of its services.
- 1.5 EGC is also committed to supporting the rights and interests of those who it employs. Details of its commitment to equality matters relating to its staff are set out in the Staff Handbook.
- 1.6 This policy will be reviewed at least every 3 years by the Management Committee (ManCo) and any amendments shall be effective from the date stated.
- 1.7 According to the Equality Act 2010, Protected Characteristics are aspects of a person's identity that make them who they are. This legislation does not offer protection for revealing a Protected Characteristic, but it is unlawful to treat an employee etc. differently after revealing one. The nine Protected Characteristics defined by the Equality Act 2010 are:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race



7. Religion or belief
8. Sex
9. Sexual orientation.

2. PURPOSE

- 2.1 The purpose of this Policy is to:
 - 2.1.1 Outline the obligations of those upon whom this Policy is binding;
 - 2.1.2 Promote fairness, equality, diversity and respect for everyone working, volunteering, or participating in the sport of golf, or otherwise using the services at EGC.

3. LEGISLATIVE FRAMEWORK

- 3.1 EGC is committed to complying with all relevant legislation enacted or amended from time to time which underpins the principles of equality, diversity, and inclusivity, including but not limited to:
 - The Equality Act 2010;
 - The Protection from Harassment Act 1997;
 - The Employment Act 2002;
 - The Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000;
 - The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002; and
 - The Human Rights Act 1998.

4. SCOPE

This Policy shall apply to, and be binding upon EGC, ManCo, officials, staff, volunteers, contractors, agents, and representatives working or acting for or on behalf of EGC.

5. POLICY IMPLEMENTATION

- 5.1 EGC will:
 - 5.1.2 Encourage the involvement of all people regardless of background, ability, or any Protected Characteristic, in golf;
 - 5.1.3 Ensure that all competitions, events and activities administered by EGC are carried out in a fair and equitable way (except where specific situations and conditions prevent this, and except where Positive Action is necessary);
 - 5.1.4 Monitor and review all EGC policies and procedures to ensure that they comply with the requirements of this Policy;
 - 5.1.5 Monitor the diversity of its members, participants, players and volunteers in order to better understand the diversity that currently exists within EGC. All such



monitoring of personal compliance with EGC Data Protection Act 2018.

data shall be undertaken in Protection Policy and the Data

5.1.6 Provide appropriate training and support to all staff, contractors, officials and volunteers to raise awareness of both the collective and individual responsibilities imposed by this Policy and the Key Concepts outlined in Paragraph 6 of this Policy.

5.1.7 Publish this Policy on its website.

6. KEY CONCEPTS

6.1 Direct and indirect Discrimination is outlined in **Appendix One**.

6.2 Harassment is outlined in **Appendix Two**;

6.3 Victimisation is outlined in **Appendix Three**;

7. BREACHES

7.1 EGC takes seriously all claims of inappropriate behaviour, bullying, harassment, victimisation and/or discrimination, whether direct or indirect, by a contractor, player, parent, coach, official or volunteer who works for, on behalf of, or represents EGC.

7.2 Alleged breaches of this Policy shall be dealt with using the Club's complaints, disciplinary or staff grievance procedure as appropriate.

8 Document Control

Issue 1

Dated 1st January 2021

Author: Bill Allison Chair of ManCo

Authorised by ManCo December 2020



APPENDIX ONE

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 and must make reasonable adjustments to avoid discriminating against anyone with a Protected Characteristic. Failure to do so will be considered a breach of this Policy, and may be a breach of the Equality Act 2010,

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 at 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.*"

Indirect Discrimination

Indirect Discrimination is defined at 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 in relation to a relevant protected characteristic of B's.*"

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

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

Actions and Intentions

An action or decision will 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 makes reasonable adjustments to any individual or group with a Protected Characteristic.

applies is under a duty to avoid discriminating against

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 making the adjustment would be unfeasible.

Positive Action

It can be lawful to make decisions that discriminate on the basis of a Protected Characteristic in very limited and exceptional circumstances, if the discrimination is a 'Positive Action' taken in order to address an underrepresented group or Protected Characteristic. Positive Actions must be reasonable, justifiable, and clearly linked to a legitimate aim.

APPENDIX TWO

Harassment

Harassment is defined in section 26(1) of the Equality Act 2010. Harassment occurs where 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; and
- The Wider circumstances of the matter.

Sexual Harassment

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

One Off Incidents

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 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.



APPENDIX THREE

Victimisation

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

Victimisation occurs where a person suffers a detriment because they do a protected act, or are believed to have done a protected act.

Protected Act

A protected act includes bringing legal proceedings or making a complaint under the Equality Act 2010 in relation to 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.