



EQUAL OPPORTUNITIES POLICY 19TH APRIL 2023

Statement of Purpose

Cleckheaton and District Golf Club ("the Club"), wishes to ensure equality to all members, visitors, guests, volunteers, employees, franchisees and service providers. The Club will endeavour to ensure that every person, regardless of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex or sexual orientation, maternity or pregnancy ("protected characteristics"), can contribute to their full potential at all levels within the Club. Opportunities will not be denied.

Policy

In accordance with the Statement of Purpose, the governing body elected by the Membership ("Council") has introduced with immediate effect The Equal Opportunities Policy ("The Policy"). This Policy shall be subject to annual review and remain effective subject only to changes in legislation (when the Policy will be updated) or practical experiences

A copy of the Policy together with details of Safeguarding Children & Young People Policy and Safeguarding Adults Policy in line with the SafeGolf, will be available in the Club and for inspection by all employees, franchisees, agents and service providers and volunteers of the Club together with its members, visitors and guests and the content will be covered in all induction programmes carried out or organised by the Club.

- No job application 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, employees, agents, service providers, franchisees and volunteers have responsibilities to respect, act in accordance with, and thereby support and promote the spirit and intentions of the policy.
- All staff will receive appropriate training.
- Franchisees will be responsible for the training of their own employees

Membership

The Club will ensure that consideration of any candidate for membership will be determined in accordance with the Club's statement on equal opportunities. Council will, from time to time, determine the total maximum membership and apply a limit on the numbers in any category provided that no category is determined by reference to any of the protected characteristics.

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All membership subscriptions will be the same for all categories unless Council has decided there is a need to increase membership in certain categories and agrees to offer financial incentives to:

Junior/associate members until they reach the age of full membership.

Encourage increased levels of membership within specific categories, which may include but not restricted to couples, certain age groups or other selected under-represented groups.

Such incentives shall only apply until the optimum number of vacancies have been filled.

Nominations for membership will be determined by Council and will comply with the requirements of the Equality Act 2010 or any statutory changes introduced. Candidates considered to be suitable for membership will be allocated membership on a first come, first served basis. Council may however, in its absolute discretion but only where the number of members in an under-represented group of members has fallen below the agreed minimum and solely to protect against the erosion of that group, admit in preference to a member of another group a candidate who has a protected characteristic of the under-represented section.

Council

Election to any position on Council cannot be limited by or discriminated on the ground of any protected characteristic.

- The Club will use Positive Action (section 158 Equality Act) so that where the make-up of the Council following election, does not reach its stated objective, positive action shall be taken to try and address any such shortfall.
- Members from under-represented groups who meet the criteria for election to Council shall be encouraged to allow themselves to be nominated.

Rights of Members

- All material prepared, produced and distributed by, or on behalf of the Club, will endeavour to promote the Club's Policy.
- All participants at the Club, in whatever capacity shall receive fair and equal treatment in all aspects of their membership.
- The Club will use best endeavours for all members to have equal access to all facilities. From time to time, facilities may be provided to allow occupation by protected characteristics.
- All regulations introduced by Council shall reflect fair and equal treatment in respect of the Club's practices, policies and procedures they are designed to address.

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Responsibilities

Council is responsible for ensuring that the Club operates in accordance with the Articles of the Club as written and updated from time to time and in conformity with the Equality Act 2010 or any subsequent statutory changed. Council shall be elected as provided in the Articles.

Playing facilities

- All members shall have equal access to the golf course subject to any gender or age specific competitions taking place.
- Conditions of entry to Club competitions shall be as specifically identified in the relevant conditions governing Club Competitions and their qualification to enter.
- The playing of designated Club competitions will have priority.
- Where it can be identified that male competitions deny equal access to Lady and junior members at weekends the Club will ensure that suitable alternative opportunities for weekend play for Ladies and juniors are included, the details of which will be in the Club diary.
- When general play conditions are in operation, equal access will be allowed to all categories of membership, but with Council preserving the right to decide the format of play at any time.
- Access to the course shall be available to all members and the Club will comply with Disability Discrimination Act 1995 and Equality Act 2010.

Exemptions

The Club reserves the right to limit competitions to specific age and gender however there should be opportunities for other members to participate outside the competition. The Club will take positive action in providing opportunities to increase the inclusion of people from under-represented groups.

Complaints

The Club takes seriously all claims of inappropriate behaviour, bullying, harassment, victimisation and/or discrimination (direct or indirectly) and anyone who displays conduct which is contrary to the Policy may be subject to disciplinary action.

Council has overall responsibility for ensuring that the requirements of this Policy are implemented. Any complaint or grievance should be put in writing to the Secretary, Council will then determine how the complaint should be dealt with and resolved. In line with the rules governing the club's other policies for: Safeguarding Children & Young People Policy/Safeguarding Adults Policy and the rules relating to discipline and conduct of members.