



Bearwood Lakes Golf Club

EQUALITY, DIVERSITY & INCLUSION POLICY.

Statement of Intent

Bearwood Lakes Golf Club is committed to the principles of equality and diversity throughout its membership, its employees and any others with whom the Club engages.

The 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.

Who does this policy apply to?

This Policy shall apply to, and be binding upon the Club, its Board of directors, management committee, employees, volunteers, coaches, contractors, squad players, agents, and representatives working, holding office or acting for or on behalf of the Club.

Legislative Framework and other Important Documents

The Club is committed to complying with all relevant legislation enacted or amended from time to time which underpins the principles of EDI. This policy works with other documents adopted by the Club, in particular:

- ❖ Employee Handbook.
- ❖ Members Guide / Club Rules.
- ❖ Disciplinary Regulations.
- ❖ Safeguarding Children and Young People Policy and Safeguarding Adults Policy.
- ❖ Codes of Conduct.
- ❖ Data Protection Policy.

Policy Implementation

What we will do:

- ❖ Promote fairness, equality, diversity and respect for everyone working, volunteering or participating in the sport of golf or otherwise engaging with the Club.
- ❖ Ensure that all competitions, events and activities administered by the Club are carried out in a fair and equitable way (except where specific situations and conditions prevent this, or where we consider that Positive Action is a proportionate way to achieve a legitimate aim).
- ❖ Provide appropriate training and support to employees, volunteers, officials and others.
- ❖ Make reasonable adjustments for those with a disability.
- ❖ Publish this policy on the Club website.



What we will not do

- ❖ Discriminate against anyone, either directly or indirectly, on the basis of a Protected Characteristic.
- ❖ Subject anyone to less favourable treatment on the basis of them doing a Protected Act (victimisation).
- ❖ Subject anyone to harassment in relation to a Protected Characteristic.

Reporting Procedures

If you are concerned about the behaviour or conduct of someone at a Club event, someone representing the Club, or any other breach of this policy please report the matter to Ian Jackson Managing Director I.Jackson@bearwoodlakes.co.uk or to any other member of the management committee, giving as much detail as possible. If the matter is reported verbally, and you are able, please follow the verbal report in writing as soon as possible. The Club will then consider the appropriate way to deal with the matter.

How we will deal with breaches of this policy.

When we receive a report or a concern that relates to this policy we will ask the Managing Director / Management Team to consider the matter initially. They will consider the appropriate next steps, which may include the following:

- ❖ Referring the matter to the Disciplinary Secretary.
- ❖ Seeking further information in relation matters raised
- ❖ Seeking guidance from England Golf or any other appropriate body or organisation
- ❖ Referring the matter to another body or organisation
- ❖ Dealing with the matter informally
- ❖ 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.

The 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 are not able to disclose full details to the reporting individual. This may be because the law prevents us from doing so, because some information is confidential or to protect the safety or wellbeing of those involved.