

The Millbrook Golf Club Equality Diversity & Inclusion Policy

Version History

Version	Date
1	27 th Oct 2020
2	2 nd August 2023
3	20 th September 2023

BACKGROUND

The Millbrook Golf Club is committed, both as an employer and as a deliverer of services, to ensure that no recipient of services provided by the club receives less favourable treatment on any grounds such of a person's:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The Millbrook Golf Club is committed to ensuring that institutional racism and discrimination in general does not exist within our club.

POLICY STATEMENT

The Millbrook Golf Club is firmly committed to providing and promoting equality for all its employees, members and visitors to its facility. The inclusion of all individuals and the equality of opportunity are key objectives of the Club. To achieve this we will endeavour to create an environment in which there is respect for every individual and recognition that no employee, potential employee, member or visitor will be discriminated against irrespective of their race, colour, religion, beliefs, ethnicity, gender, marital status,sexual orientation,transgender, disability or age.

SCOPE

This policy applies to all The Millbrook Golf Club services, employees, officials, members, visitors and contractors.

PURPOSE OF THE POLICY

The Millbrook Golf Club is committed to eliminating discrimination from any activity associated with the club. Our aim is to positively influence individual behaviour and to create an environment that promotes equality of treatment and of opportunity.

This Policy is both evidence of and clarification of The Millbrook Golf Club's commitment not to discriminate in its employment or membership practices and procedures on the

grounds of (race, colour, religion, beliefs, ethnicity, gender, marital status, sexual orientation, transgender, disability or age). Many of these areas are covered by Legislation or Codes of Practice, others may not be. However it is intended that no employee, or potential employee, official, member or visitor shall receive less favourable treatment because any of the above aspects or be disadvantaged by any other condition or requirement which cannot be justified.

The Policy defines The Millbrook Golf Club's understanding of discrimination, group and individual responsibilities for eliminating discrimination, equal opportunities in different areas of discrimination, and the actions to eliminate discrimination as described in the 1. Background

STATEMENT OF INTENT

Through this Policy The Millbrook Golf Club will;

- Lead 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.

Additionally:

- The Millbrook Golf Club is committed to working towards achieving the highest levels within the UK Equality Standard.
- The Millbrook Golf Club is dedicated to embedding the ethos of this policy within the culture and running of the organisation.
- The Millbrook Golf Club 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.
- The Millbrook Golf Club will embed these values within all areas of its work nationally and it is expected that all members, visitors, participants, contractors, players, parents, coaches, officials and volunteers. in The Millbrook Golf Club events will adhere to the principles of this Policy.
- The Millbrook Golf Club 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, The Millbrook Golf Club 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 with the law and not to the detriment of any other group.
- The Millbrook Golf Club is also committed to supporting the rights and interests of those who it employs.
- The Policy may be amended by The Club any time and at its sole discretion and such amendments shall be effective from the date stated.

LEGISLATIVE FRAMEWORK

The Millbrook Golf Club, outlined within this Policy are in line with 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;
- 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) 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.

POLICY IMPLEMENTATION

The Millbrook Golf Club 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, The Millbrook Golf Club 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 The Millbrook Golf Club policies and procedures to ensure they are promoting equality and diversity.
- Ensure all material prepared, produced and distributed by, or on behalf of The Millbrook Golf Club 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 The Millbrook Golf Club Disciplinary Regulations – see below.
- Publish this policy on the The Millbrook Golf Club website.
- Make reasonable adjustments for those with a disability.

The Millbrook Golf Club will not:

- 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

COMPLIANCE

The Millbrook Golf Club 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 The Millbrook Golf Club 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 Millbrook Manger by email manager@themillbrook.com or in writing to The Millbrook

Other Important Documents

This policy sits alongside other important documents in particular:

Safeguarding Policy Children and Young People Policy

1. <https://www.themillbrook.com/wp-content/uploads/sites/5084/2020/11/Millbrook-safeguarding-policy-Children-and-Young-People-v3.pdf>

Adult Safeguarding Policy

2. <https://www.themillbrook.com/wp-content/uploads/sites/5084/2020/11/Millbrook-safeguarding-policy-Adults-v0.5.pdf>

Safeguarding Addendum Covid 19

3. <https://www.themillbrook.com/wp-content/uploads/sites/5084/2020/09/Safeguarding-Addendum-Covid-19.pdf>

Disciplinary Regulations

4. <https://www.themillbrook.com/wp-content/uploads/sites/5084/2020/06/The-Millbrook-Golf-Club-Disciplinary-Regulations-V1.0.pdf>

Social Media Policy

5. <https://www.themillbrook.com/wp-content/uploads/sites/5084/2020/06/Millbrook-Social-Media-Policy-V1.0.pdf>

Disciplinary Process

6. <https://www.themillbrook.com/wp-content/uploads/sites/5084/2020/06/The-Millbrook-Golf-Club-Disciplinary-Process-V1.0.pdf>

Privacy Notice Document

7. <https://www.themillbrook.com/wp-content/uploads/sites/5084/2015/06/Privacy-Notice-Document-.pdf>

Members Privacy Document

8. <https://www.themillbrook.com/wp-content/uploads/sites/5084/2015/06/Members-Privacy-Document.pdf>

Members Privacy Document

9. <https://www.themillbrook.com/wp-content/uploads/sites/5084/2015/06/Junior-Privacy-Document.pdf>

CCTV Privacy Document

10. <https://www.themillbrook.com/wp-content/uploads/sites/5084/2015/06/CCTV-Privacy-Document.pdf>

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