



Crossgar Golf Club

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Equality and Diversity Policy

Introduction

1. Crossgar Golf Club ('the Club'), in compliance with Section 75 of the Northern Ireland Act 1998, is committed to the principles of equality and diversity throughout its workforce, its membership and visitors alike. The Club is also committed to creating and sustaining an environment where everyone is treated with respect, dignity and free from any form of inappropriate behaviour or harassment.

Aim

2. The aim of this Policy is to:
 - a. Make the Club's workforce, its membership and visitors aware of the types of behaviour that might cause offence, and to highlight the informal and formal procedures for dealing with inappropriate behaviour;
 - b. Promote fairness, equality, diversity and respect for the Club's workforce, whether temporary, part-time or full-time, its members and visitors alike;
 - c. Not unlawfully discriminate against any of the protected characteristics that are listed at paragraph 3; and
 - d. Create an environment free of intimidation, bullying, harassment, victimisation and unlawful discrimination, by promoting dignity and respect for the Club's workforce, its membership and visitors, and where individual differences and contributions of **all** are recognised and valued.

General

3. The Club will endeavour to ensure that every person regardless of age, disability, gender (including gender reassignment), sexual orientation (including the LGBT community), race, marital status (including civil partnership), pregnancy and maternity, religious belief and political opinion, has a genuine opportunity to participate to their full potential at all levels and in all roles within the Club.
4. All members will enjoy equal access to the golf course at all times except only where it is necessary or appropriate to give priority of access for participants in a competition, inter-club matches or similar events open only to members of one gender.
5. The Club takes seriously all claims of inappropriate behaviour, bullying, harassment, victimisation and/or discrimination, by its workforce, its membership and visitors alike.

6. The Club defines inappropriate behaviour as conduct that is unwarranted and is reasonably interpreted to be demeaning or offensive. Such examples might include, but are not limited to:

- a. Aggressive or abusive behaviour, such as shouting or personal insults;
- b. Angry, aggressive gestures, such as waving your fist at someone;
- c. Hitting approach shots to a green, where the group in front is still on that particular green; and
- d. Making s statements on social media platforms such as Facebook, Instagram; WhatsApp etc., to make inappropriate comments about the Club or its affairs, its staff, its members, its visitors or volunteers.

7. The Club defines bullying as persistent offensive, abusive, intimidating, malicious or insulting behaviour, which makes the recipient feel upset, humiliated or threatened.

8. The Club defines harassment as unwanted, unreasonable and offensive conduct that is linked to aspects of a protected characteristic e.g., gender or race.

9. The Club defines victimisation as being treated badly because you complain about discrimination or you help someone who has been discriminated against.

10. The Club defines discrimination as someone is treated less favourably or unfairly compared to others on the grounds of a protected characteristic.

11. The Club considers the wearing of distinctive clothing or sportswear which may be deemed offensive by others, e.g., football, GAA, and rugby tops, a form of unwanted, unreasonable and offensive conduct.

Complaints

12. The Captain has overall responsibility to the Committee for ensuring that the requirements of this document are implemented. The Secretary has day-to-day responsibility for ensuring the terms of this Equality and Diversity policy are followed.

13. Any informal complaint should be communicated to a current member of the Club's committee. The committee will then decide how the complaint should be investigated and resolved.

14. Any formal complaint should be submitted to the Secretary in accordance with the Club's Complaints Policy.

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

16. Alleged breaches of the Club's Equality and Diversity Policy shall be dealt with using the Club's Complaints Policy or Disciplinary Policy as appropriate.

Exemptions

17. The Club reserves the right to limit competition to specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition. The Club will take positive action in providing opportunities to increase the inclusion of people from under-represented groups.

Summary

18. The Club's Committee may amend this policy from time to time as it sees fit and any such amendment shall come into force and have effect from such date as the Club's Committee may determine. The Club's Committee will review this Policy at least every two years, when there are changes in legislation, and will ensure that it is published on the Club's website and posted on the Club's noticeboard.

{Signed on Original}

Tony Moore
Secretary
Crossgar Golf Club