

Ben Rhydding Golf Club - Equality and Diversity Policy 2022

A. Principles

1. Ben Rhydding Golf Club is committed to:
 - (i) the principles of equality, diversity, fairness and inclusivity through its membership, employees and visitors; and
 - (ii) complying with all relevant legislation which underpins the principles of equality, diversity, fairness and inclusivity.
2. Everyone at Ben Rhydding Golf Club should play their part in making Ben Rhydding Golf Club inclusive so that all people, regardless of their background or other characteristics (as defined in section D below), have a genuine and equal opportunity to participate in club life.
3. Ben Rhydding Golf Club will embed these values within all aspects of club life and will not impose any conditions or requirements which cannot be justified.

B. Policy

4. It is the policy of Ben Rhydding Golf Club to promote fairness, equality, diversity and respect for everyone at Ben Rhydding Golf Club, including its members, employees and its visitors.
5. It is the obligation of everyone involved in club life, including its members, employees and visitors, to act in accordance with this policy.

C. Breaches

6. Ben Rhydding Golf Club takes seriously all claims of inappropriate behaviour, bullying, harassment, victimisation and/or discrimination, whether direct or indirect, by anyone involved in club life, including its members, employees and visitors.
7. Alleged breaches of this policy shall be dealt with using Ben Rhydding Golf Club's complaints, disciplinary and/or grievance procedure as appropriate.

D. Equality Act 2010

8. As listed in the Equality Act 2010, the characteristics of those individuals or groups against whom it is unlawful to discriminate against (whether directly or indirectly) are: (i) Age, (ii) Disability, (iii) Gender Reassignment; (iv) Marriage and Civil Partnership; (v) Pregnancy and Maternity; (vi) Race; (vii) Religion or Belief; (viii) Sex; and (ix) Sexual Orientation.
9. Harassment occurs where a person engages in unwanted conduct which has the purpose of either (i) violating the other person's dignity or (ii) creates an intimidating, hostile, degrading, humiliating or offensive environment for the other person or group.