

## **CALDY GOLF CLUB**

### **EQUAL OPPORTUNITY POLICY**

The Caldys Golf Club Limited (The Club) in compliance with the Equality Act 2010, relevant English, UK and European legislation and all other statutory obligations, is resolute in its determination to pursue equality of status to all members, associate members, visitors, guests, volunteers, present and potential employees, servants, agents and service providers associated with The Club. It will endeavour to ensure that every person, as identified above, regardless of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex or sexual orientation, pregnancy and maternity has a genuine opportunity to participate to their full potential at all relevant levels and roles within The Club.

#### **Equality Policy**

In accordance with the Equality Statement of Intent, the Board of Directors of The Club, has produced the following Equality Policy. This policy shall be subject to annual review and shall remain effective (subject to minor changes determined only by legislation, by the need to make reasonable adjustments to practices, procedures and policies, or as agreed by practical experience, in keeping with current legislation) during this period.

- The policy will be available on The Club website
- No job applicant 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, associate members, employees, agents, service providers and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the Policy.
- All staff, agents and service providers will receive appropriate training.

#### **Membership**

- The Club will ensure that each application for membership will be determined in accordance with The Club's Equality Statement of Intent and Equality Policy. In order to comply with this, the Board of Directors has reviewed The Club's Guide to Membership Policy and Procedure document and has made the necessary revisions to it.

#### **Membership Rights**

- The Board of Directors of The Club produced to the members of the Club at an Extraordinary General Meeting held on the 6<sup>th</sup> December 2012 a revised version of the Articles of Association, which have been drafted so that The Club fully complies with its Equal Opportunities Statement of Intent and Equality Policy. The members overwhelmingly approved the said Articles of Association.
- The Articles of Association authorise the Board of Directors to make Byelaws for the better management of The Club. The Board of Directors has approved

amendments to the Byelaws of The Club, which amendments have been made to ensure that those of the operations of The Club governed by the Byelaws comply with the Equal Opportunities Statement of Intent and Equality Policy.

## **Course access**

### **General**

- All full members shall enjoy equal access to the golf course at all times save only where there are gender or age specific competitions.
- Conditions of Entry to Club competitions shall be as specifically identified in the relevant conditions governing competitions in force from time to time.
- The playing of designated competitions shall take precedence within the competition calendar of The Club.
- When general play conditions prevail, access to the course shall be in accordance with the Club's accepted playing procedure and shall allow for equal access to all categories of members.
- Where it can be identified that the predominance of competitions for either gender unduly denies equal access at certain times, the Club will ensure that suitable alternatives are included in the playing calendar, details of which will be easily accessible to all members.

### **Exemptions**

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

### **Compliance**

- The Board of Directors will regularly review The Club's operations to ensure that the requirements of the Equality Act and the terms of this Equality Statement of Intent and Policy are being adhered to.

### **Complaints**

- The content of this document applies equally to members, associate members, visitors, guests, employees, servants, agents and service providers of The Club. The day to day responsibility for the implementation of the Equality Policy will rest with the Secretary.
- Any complaint or grievance should be communicated to the Secretary. The Board of Directors will then decide how the complaint should be investigated and resolved.