

Equal Opportunity Policy

Statement of Intent

Driffield Golf Club in compliance with the Equality Act 2010 or any statutory modification thereof is determined to pursue equality of status for all members, visitors, guests and present and potential employees.

The club will endeavour to ensure that every member 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 at all levels and in all roles within the club to the fullest extent permitted by their category of membership.

Equality Policy

In accordance with the Equality Statement of Intent agreed by Driffield Golf Club, the Management Committee has produced the following Equality Policy which applies with immediate effect. This policy shall be subject to annual review by the Management Committee.

- A copy of this document is available to all paid staff and will be posted in the clubhouse for the benefit of all members, visitors and guests and will be displayed on the club's website
- No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary for the performance of the job or which constitute unfair discrimination.
- All members, visitors, guests and employees have a responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.

Membership

- Driffield Golf Club will ensure that each application for membership will be determined in accordance with the club's statement on equal opportunities. The Management Committee may apply a maximum membership number and may apply an upper limit on the numbers in any category provided that the category is not defined by reference to any of the protected characteristics.
- Clear guidance and communication will be given to all members or individuals either governing or working for the club on its commitment to Equity through the appropriate channels
- All participants at the club, in whatever capacity, shall receive fair and equitable treatment in all aspects of their membership.
- All rules introduced by the Committee shall reflect fair and equitable treatment in respect of the practices, policies and procedures they are designed to address.

Officers of the Club: Responsibilities

The Management Committee is responsible for ensuring that the club operates in accordance with the Rules of the Club as written and updated from time to time and in conformity with the Equality Act 2010 or any statutory modification thereof.

- The Management Committee and members of its Sub-Committees shall be elected in accordance with the procedures as identified in the Rules of the Club
- Any member who meets the criteria for election to the Management Committee or its Sub-Committees shall be encouraged to allow themselves to be nominated.

Captaincy

- There will be separate captains for each gender section of the club of equal standing and status.
- Proposals and nominations for each captaincy will be in accordance with the procedures identified in the Rules of the Club.
- Each captain shall represent their section of the club at all events that fall within their jurisdiction.
- In their year of office the two captains shall share responsibility and authority for all club functions and will agree at the outset of their term of office those events that will be undertaken individually or jointly.

Club President

- In accordance with the Rules of the Club there shall be a Club President who shall be selected in accordance with the procedure as identified in the Rules of the Club.
- The Club President shall remain in office for a period of three years during which time he / she will officiate at those functions where attendance and / or responsibility has not been previously agreed to be within the scope of the office of either of the two section captains.
- The Club President may delegate responsibility to either or both of the section captains at his / her discretion.
- In the event that the Club President is unable to fulfil his / her duties at a particular event, the responsibility to attend on his / her behalf shall be agreed between the two section captains.

Course Access

When general play conditions prevail, all members shall enjoy equal access to the golf course at all times save only where this is superseded by the limitations of any restricted access membership.

- The playing of designated competitions shall take precedence within the calendar of the club. On such occasions and for the duration of the allotted tee reservation, the course will be only available to participants in the competition.
- However, on days when male closed competitions are being held the club will reserve blocks of tee times for females to play and vice versa.

Exemptions

- 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.

Compliance Committee

Representatives from the Management Committee will be selected to form a Compliance Committee to ensure the requirements of the Equality Act and the Terms and Conditions of this Equality Statement are being adhered to.

- The Management Committee Chairman will review the Compliance Committee report on an annual basis to establish progress against aims and ensure the Statement and Policy remain appropriate and effective.
- The Compliance Committee shall report directly to the Management Committee with whom overall responsibility for ensuring adherence to the Equality Act and the terms and Conditions of this Equality Statement rests.

Complaints

The content of this document applies equally to members, visitors, guests, employees, suppliers and service providers of the club. The Management Committee Chairman has overall responsibility for ensuring that the requirements of this document are implemented. The day to day responsibility for the Statement of Intent and Equality Policy will rest with the Secretary.

Any complaint or grievance must be made in writing to the Secretary at the Club and will be brought before the Compliance Committee which may deal with the matter or refer it to the Management Committee.

Allegations of inequitable behaviour emanating from the actions of an employee of the club will be investigated in accordance with the terms and conditions of employment relating to that employee.

Allegations of inequitable behaviour emanating from the actions of a member towards a fellow member, a visitor, a guest, an employee, supplier or service provider will be investigated within the disciplinary processes set out in the Rules of the Club.