Powfoot Golf Club
Equality Policy

Statement of Intent

The Powfoot Golf Club is committed to the equitable and fair treatment of all members, guests, visitors, volunteers and present and potential employees. We are determined to ensure that every person regardless of disability, age, gender, sex, sexual orientation, race, colour, nationality, ethnic origin or religious conviction has a genuine opportunity to participate to their full potential at all levels and in all roles within the club.

Legislative Framework

Powfoot Golf Club will comply with its statutory obligations under the terms of all relevant Scottish, UK and European legislation. (Appendix 1)

Objectives

- The Powfoot Golf Club Equality Policy aims to ensure that:
- The content and format of Powfoot Golf Club's policies, procedures, competitions, regulations (where applicable) and assessments provides equality for all except where specific situations or conditions properly or reasonably prevent this. (See Exemptions)
- All material prepared, produced and distributed by, or on behalf of Powfoot Golf Club promotes a clear image of diversity within the activities of the club.
- Clear guidance and communication are given to all individuals either governing or working for Powfoot Golf Club on its commitment to Equality.
- Powfoot Golf Club will consider the use of appropriate action to tackle under-representation where it has been identified.

Responsibilities and Implementation

- Powfoot Golf Club Management Committee is responsible for ensuring the policy is followed, and for dealing with any allegations of breaches.
- The club Captain is responsible for the implementation of the Equality Policy
- Day to day responsibility will rest with the Club Manager
- All paid staff and volunteers have a responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.
- All members of staff will be appropriately trained to foster and ensure a greater understanding of equality issues.
- 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 discrimination.

- A copy of this document is available to all paid staff and volunteers of Powfoot Golf Club and it will be covered in staff and volunteer inductions.

- The policy will be available on the Powfoot Golf Club website.

Monitoring and Evaluation

- This policy will be implemented with immediate effect and will be the subject of annual review by the Management Committee to whom a written report will be submitted by the Club Manager.

- The Captain will review the Equality Policy on an annual basis to establish and assess progress towards its aims and objectives, and to ensure the Club's processes, systems and actions are continually improving.

Compliance

In accordance with Powfoot Golf Club's Code of Conduct, Disciplinary and Grievance Policy and Procedures, we will investigate any reports of alleged breaches of our Equality Policy and take appropriate disciplinary action based on the outcome of the investigation. Any complaint or grievance will be dealt with via the appropriate policy and procedures, e.g. Disciplinary Procedure, Grievance Procedure.

Exemptions

Powfoot Golf Club reserves the right to limit competition to specific age, gender or disability groups where this is necessary to ensure equitable, safe and fair competition. It may also be necessary on occasion to apply specific conditions to potential or actual staff and volunteers which are necessary for the proper performance of any work or tasks involved.

Appendix 1

Acts and Regulations:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (as amended)
- Race Relations Act 1976 (as amended)
- Disability Discrimination Act 1995 (as amended)
- Disability Discrimination Act 2005
- Data Protection Act 1998
- Human Rights Act 1998
- Scotland Act 1998
- Special Educational Needs and Disability Act 2001
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Equality Act 2006
- Racial and Religious Hatred Act 2006
- Employment Equality (Age) Regulations 2006
- Equality Act 2010