



Equality, Diversity & Inclusion Policy (2025)

1. Our Commitment

Mytton Fold Golf Club believes that golf is a game for everyone. All who play—or who aspire to play—must have an equal and fair opportunity to do so.

We are committed to promoting equality, diversity and inclusion across our membership, workforce (paid and volunteer), visitors, and anyone else who engages with the Club. No one will be treated less favourably because of who they are or what they believe.

2. Who This Policy Covers

This policy applies to:

- Club members
- The General Committee
- Employees, volunteers, coaches and contractors
- Representatives and anyone acting on behalf of the Club

Everyone is expected to uphold the principles in this policy.

3. Policies That Support This One

This policy works alongside:

- Grievance and Disciplinary Procedures
- Disciplinary Regulations
- Safeguarding Children & Young People Policy
- Safeguarding Adults Policy
- Code of Conduct
- Complaints Policy
- Data Protection Policy

These policies help ensure fairness, safety, and appropriate handling of concerns.

4. What We Will Do

The Club will:

1. Promote equality, diversity, respect and fair treatment for all.
2. Ensure competitions, events and activities are run fairly and inclusively.
3. Review Club policies regularly to ensure they meet equality standards.
4. Monitor diversity (where practical and appropriate).
5. Provide suitable training and support to staff and volunteers.
6. Make reasonable adjustments for people with disabilities.
7. Publish this policy on our website.

5. What We Will Not Do

The Club will not:

- Discriminate against anyone on the basis of a protected characteristic.
- Treat anyone unfairly because they have raised a concern (“victimisation”).
- Harass or tolerate harassment of any individual.

6. Reporting Concerns

If you are worried about someone's behaviour or believe this policy has been breached:

Contact:

Paul Wareing, Club Secretary – paulwareing42@msn.com

or speak to **any General Committee member**.

If possible, please follow up verbal reports in writing.

The Club may seek guidance from England Golf where appropriate.

7. How We Handle Breaches

When a concern is raised, the Secretary and Club Captains will initially review the matter and recommend the appropriate next steps. These may include:

- Gathering more information
- Seeking advice from England Golf or other appropriate bodies
- Referring the matter externally
- Informally resolving issues
- Using formal procedures such as Safeguarding, Disciplinary, or HR processes

Where possible, we will update the person who reported the concern, except where confidentiality or legal requirements prevent this.

8. Key Information on Equality & Conduct

Protected Characteristics

The Equality Act 2010 protects individuals from unfair treatment based on:

- Age
- Disability
- Gender reassignment
- Marriage & civil partnership
- Pregnancy & maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Discrimination

We do not permit:

- **Direct discrimination:** treating someone unfairly because of a protected characteristic.
- **Indirect discrimination:** rules or practices that disadvantage a group, even unintentionally.
- **Failure to make reasonable adjustments:** for individuals with disabilities.
- **Victimisation:** penalising someone for raising a concern.
- **Harassment:** behaviour that violates dignity or creates an intimidating or hostile environment.

Positive Action

The Club may take proportionate, time-limited steps to support under-represented groups where justified and lawful.