

EQUAL OPPORTUNITIES POLICY

BELVOIR PARK GOLF CLUB

1. Statement of Policy

The aim of this Policy is to communicate the commitment of Belvoir Park Golf Club to the promotion of inclusivity and equality of opportunity within our Club.

It is our policy to take all reasonable steps to promote inclusivity and equality of opportunity to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, being an Irish Traveller)
- Disability
- Sexual orientation
- Age
- Pregnancy and Maternity

We are opposed to all forms of unlawful and unfair discrimination. All Club Members, Officers, Employees and Volunteers who work for us, will be treated fairly and will not be discriminated against on any of the above grounds.

Our Equal Opportunities Policy applies to all Club Members, Officers, Employees and Volunteers, to help all those in our Club to develop their full potential, provide an enjoyable sporting environment for all, and fully utilise the talents and resources available within our Club.

2. Equality Commitments

We are committed to taking all reasonable steps to:

- Promoting inclusivity and equality of opportunity for all persons
- Promoting an enjoyable sporting environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the Equality Legislation and associated Codes of Practice
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of our Equal Opportunities Policy as misconduct which will be dealt with through the Club's normal procedures.

This Policy will be made available to all Club members, and those working for the Club, through the Club Website and the Club Newsletter.

The effectiveness of our Equal Opportunities Policy will be reviewed regularly in January of each year, and action taken as necessary.

3. Implementation

The Club's Officers, especially the Club Captain and the Honorary Secretary, have specific responsibility for the effective implementation of this policy. Each office bearer, including the General Manager, also has responsibilities, and we expect all our Club Members, Employees, and Volunteers to abide by the policy and help create the equal opportunities environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy widely
- Incorporate the Statement of Policy into the Club Rules
- Incorporate specific and appropriate duties in respect of implementing the Equal Opportunities Policy into job descriptions and work objectives of staff
- Provide equality training and guidance as appropriate to Employees and Volunteers
- Ensure that those who may be involved in assessing candidates for recruitment or promotion have received appropriate training
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our Club, its Members, Volunteers and staff.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

4. Monitoring and Review

The effectiveness of our Equal Opportunities Policy will be reviewed regularly in the January of each year and action taken as necessary. Where monitoring suggests there is an issue in relation to this policy then we will develop an action plan to address the issue in question.

5. Complaints

Members, Employees or Volunteers who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed Club procedures. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

In addition to our internal procedures, Employees have the right to pursue complaints of discrimination through the courts or to an industrial tribunal or the Fair Employment Tribunal under the following anti-discrimination legislation:

- Sex Discrimination (Northern Ireland) Order 1976, as amended
- Disability Discrimination Act 1995, as amended
- Race Relations (Northern Ireland) Order 1997, as amended
- Employment Equality (Sexual Orientation) Regulations (Northern Ireland) 2003
- Fair Employment and Treatment (Northern Ireland) Order 1998, as amended
- Employment Equality (Age) Regulations (Northern Ireland) 2006
- Equal Pay Act (Northern Ireland) 1970, as amended.

However, Employees wishing to make a complaint will normally be required to raise their complaint under the Club's internal Grievance Procedures in the first instance.

Every effort will be made to ensure that those who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Date: 8th January 2019

Signature:

Captain

Signature:

Lady Captain

Signature:

Honorary Secretary