



Tillicoultry Golf Club- EDI/Access Policy

Our Statement

Tillicoultry Golf Club is fully committed to promoting equality. Fairness, justice, respect for each other, inclusion, addressing inequalities and removing barriers are just some of the principles of equality that influence Tillicoultry Golf Clubs development, delivery and decision making.

We will strive to ensure that everyone who wishes to be involved in Tillicoultry Golf Club whether as member, visitor, volunteer, office-bearer or those employed within Tillicoultry Golf Club:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic status or sexual orientation; and
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their participation within Tillicoultry Golf Club without the threat of intimidation, victimisation, harassment or abuse.

Our Policy

We commit to (we will):

- Ensure that the needs of all communities are considered when developing opportunities in the club.
- Address any form of discrimination that occurs within the organisation.
- Meet statutory and legislative obligations to eliminate discrimination and increase equality. Tillicoultry Golf Club will remain informed of new developments in equalities legislation. Tillicoultry Golf Club will ensure it continues to promote age, disability, gender reassignment, race, religion or belief, sex [gender], sexual orientation, pregnancy and maternity and marriage and civil partnership in line with legislative requirements. Ensuring that access to members and guests is open and inclusive.
- Publish this document on our website and make sure it is communicated throughout the club.
- Provide appropriate training and support to staff, volunteers, officials and others.
- Celebrate the success of members, promoting positive role models, particularly those members from underrepresented groups.

Monitoring & Compliance

Accountability for Equality will ensure that there is a strong commitment to equality at the most senior level within the club. The Club Council will be responsible for ensuring the implementation of this policy and will review all activities and initiatives against the aims of the policy on a regular basis. The club President has overall responsibility for the implementation of the Equality Policy. This policy will be reviewed at least every two years, and any revisions will be made accessible to members.



Tillicoultry Golf Club is committed to ensuring that equality is given due regard when developing new policies, programmes, projects, services or initiatives. This policy works with other documents adopted by the Club.

Reporting Procedures

Tillicoultry Golf Club regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described (**see appendix 1**) as unacceptable, and is concerned to ensure that individuals feel able to raise any grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any member, visitor, volunteer, office-bearer or employees who violates the terms of this policy.

Any person who believes that he/she/they have been treated in a way that they consider to be in breach of this policy should report the matter to: tillicoultrygc@gmail.com or to any member of the Club Council.

The complaint will then be dealt with as outlined in our Club Constitution. The Club will consider the appropriate way to deal with the matter, which may include referring the matter to and/or seeking guidance from Scottish Golf.

Appendix 1- Relevant legislation and forms of unacceptable discrimination

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age [employment only until 2012], disability, gender reassignment, marital or civil partnership status [employment only], pregnancy and maternity, race [which includes ethnic or national origin, colour or nationality], religion or belief, sex [gender] and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination



Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.