



Equal Opportunity Policy

Statement of Intent

The Malton and Norton Golf Club, in compliance with the Equality Act 2010 or any statutory modification thereof, relevant English, UK and European legislation and all other statutory obligations, are resolute in their determination to pursue respective equality of status to all members, associate members, visitors, guests, volunteers, present and potential employees, servants and service providers associated with those companies.

We will endeavour to ensure that every person, as identified above, 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 to their full potential and at all levels and in all roles within the Club.

Equality Policy

In accordance with the Equality Statement of intent agreed by the Malton and Norton Golf Club, the Committee of the Club have produced the following Equality Policy. This policy shall be subject to annual review and shall remain effective(subject to minor changes determined only by legislation by the need to make reasonable adjustments to practises, procedures and policies or as agreed by practical experience, in keeping with the current legislation) during this period.

- A copy of this document is available to all paid staff, and service providers and volunteers of the Club together with its members, visitors, guests and associate members and its content will be covered in all induction programmes carried out or organised by the Club for all such persons.
- No job application will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

- All members, visitors, guests, associate members, employees, agents, service providers and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.
- The policy act will be available on the Club website and within the application process, all electronic green fee enquires will be automatically directed to the policy.
- All staff, and service providers will receive appropriate training.

Membership

- The Malton and Norton Golf Club will ensure that each application for membership will be determined in accordance with the Club's statement on equal opportunities. Other than the total maximum membership number as identified by the Committee, no upper membership limits will be applied to any category of membership although to protect against the erosion of any group of members, the Club has agreed that a minimum of 500 spaces has been allocated to both genders. The Club may apply an upper limit on the numbers in any category provided that no category is determined by reference to any of the protected characteristics.
- All subscriptions fees are based on seven day membership and will be equal for all categories save where the Club have decided the need for positive action measures and have agreed to offer financial incentives to;
- Alleviate disadvantage experienced by people who share a protected characteristic as identified above,
- Junior members for the duration of the specified membership status
- Encourage increased levels of membership to a pre-determined number within specific categories, which may include, for example, certain age groups or other selected under represented groups.
- Such incentives shall apply only for the agreed duration of the specific recruitment drive initiative or until the requisite number of vacancies has been filled or, in the case of juniors, until such time as the member no longer qualifies under the age requirements of the junior section.
- Senior membership at the Club was capped off for ultimate closure at the AGM in 2004. Such subscription rates only apply to members who pre qualified for the reduction in both age and length of membership before that date.
This category of membership will only apply until April 2012 unless the provisions originally applying in the Equality Act 2010 have been amended.
- Other membership categories based on restricted playing days or limited access will be subject to the above conditions.
- Applications for membership will be as determined by the Committee and will comply with the Equality Act 2010 or any statutory modification of. Applicants who are considered to be suitable for membership will be allocated membership on a first come, first served basis

save that the Committee may in their absolute discretion, but only where the number of members in an under-represented section has fallen below the agreed minimum and solely to protect against the erosion of that group of members, admit in preference to a member of another group, an applicant who has a protected characteristic of the under- represented group.

Membership right

- All material prepared, produced and distributed by, or on behalf of the Club will endeavour to promote a clear image of diversity within the Club.
- 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 mediums.
- All participants at the Club, in whatever capacity shall receive fair and equitable treatment in all aspects of their membership.
- All members will have equal access to all joint function rooms and bars at all times save where acceptable similar facilities have been provided to allow single sex occupation at certain agreed times.
- Members who wish to transfer their category of membership shall have their request considered by Committee who will make their decision based on availability and legality.
- All bye-laws introduced by the Committee shall reflect fair and equitable treatment in respect of the Club's practices and policies and procedures they are designed to address.

Officers of the Club Responsibilities

- The Committee is responsible for ensuring that the Club operates in accordance with the Memorandum of Association and the rules and Bye-Laws as written and updated from time to time and in conformity with the Equality Act 2010 or any statutory modification thereof.
- The Committee 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 Committee, shall be encouraged to allow themselves to be nominated.

Captaincy

- There will be separate captains for each gender section of the Club.
- There will also be a Club Captain
- Proposals and nominations for each captaincy will be in accordance with the procedures as identified in the rules of the Club

- Each Captain shall comply with the responsibilities of Captaincy, and 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.

Presidency

- 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
- The President shall remain in office for a period of 3 years during which time he/she will officiate at those other functions where attendance and/or responsibility has not been previously agreed to be within the scope of either of the office of the two section Captains.
- In the event that the 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 section Captains.
- The President will review the Compliance Committee reports on an annual basis to establish progress against aims and ensure the Statement and Policy remain appropriate and effective.

Course Access

- All members shall enjoy equal access to the golf courses at all times save only where this is superseded by the limitations of any restricted access membership.
- Conditions of Entry to Club competitions shall be as specifically identified in “The Terms and Conditions of Entry”
- The playing of designated trophy competitions shall take precedence within the competition calendar of the Club .On such occasions and for the duration of the allotted tee reservation, the course will only be available to the participants of the competition.
- Where it can be identified that the preponderance of male competitions denies equal access to females at weekends or at regular or particular times, the Club will ensure that suitable alternative opportunities for weekend play for females are included in the playing calendar, the details of which will be easily accessible by all members and will be included in the members handbook and/ or the Rules of the Club.
- Handicap qualifying competitions shall be open to all members and shall be played concurrently subject only to gender variations as determined by the council of National Golf Unions (CONGU) Unified Handicapping Scheme. Tee time availability will be in accordance with the current tee time booking procedure.
- When general play conditions prevail, access to the course shall be in accordance with the tee time booking procedure when one is in place, and shall allow for equal access to all categories of members.

Exemptions

- The Club reserves the right to limit competition to specific age, handicap, gender or disability groups where this is necessary to ensure equitable, safe and equal competition. The Club shall take positive action in providing opportunities to increase the inclusion of people from under-represented groups.

Rules and Bye Laws

- The terms and conditions of membership and playing rights do not affect the R & A Rules of Golf relating to Etiquette nor the general Rules and Bye Laws of the Club.
- Once a year, selected members of the Club's Equality Act sub- committee will meet to review and update the policy if required.

Complaints

- Any complaint or grievance will be dealt with via the appropriate policy and procedures, e.g. Disciplinary Procedure, Grievance Procedure or Mediation process.
- 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.

Discipline

- In accordance with the Club Code of Conduct, Disciplinary and Grievance Policy and Procedures, any reports of alleged breaches of our Equity Policy will be investigated and appropriate disciplinary action will be taken, based on common law.

Appendix

- The main legislation which underpins this policy is;
 - The Equal pay Act 1970
 - The Rehabilitation of Offenders Act 1974
 - The Sex Discrimination Act 1975 (as amended in 1986, 1999 and 2008)
 - The Race relations Act (as amended in 2000)
 - The Disability Discrimination Act (as amended in 2005)
 - The Human Rights Act 1998
 - The Scotland Act 1998
 - The Employment Equality (Religion or Belief) Regulations 2003
 - The Employment Equality (Sexual Orientation) Regulations 2003

- The Gender Recognition Act 2004
- The Civil Partnership Act 2004
- The Disability Discrimination Act 2005
- The Equality Act 2006
- The Equality (Age) Regulations 2006
- The Equality Act 2010