



ILFRACOMBE GOLF CLUB

EQUALITY, DIVERSITY & INCLUSION POLICY 2024

1. STATEMENT OF INTENT

- 1.1 Ilfracombe Golf Club shares the belief of England Golf and [insert name of relevant county union & association or merged body] that golf belongs to everyone. All who play and all who aspire to play must have an equal opportunity to do so.
- 1.2 The Club is committed to the principles of equality and diversity throughout its membership, its paid and volunteer workforce, and any others with whom the Club engages.
- 1.3 The Club considers that everyone should play their part in making golf inclusive and aims to ensure that all people, irrespective of background or Protected Characteristics, have a genuine opportunity to engage with golf. We will not disadvantage any individual by imposing conditions or requirements which cannot be justified.

2. WHO DOES THIS POLICY APPLY TO?

- 2.1 This Policy shall apply to, and be binding upon the Club, its *committee*, staff, volunteers, coaches, contractors, squad players, agents, and representatives working, holding office, or acting for or on behalf of the Club.

3. OTHER IMPORTANT DOCUMENTS

This policy works with other documents adopted by the Club, in particular:

- The Policies of Ilfracombe Golf Club 2021.1
- Which relate to the relationship between the Club and those it employs and the recruitment process.
- Disciplinary Regulations which may be used to deal with alleged breaches of this policy.



- Safeguarding Children and Young People Policy, and Safeguarding Adults Policy, which will be followed in respect of any matters which give rise to a safeguarding concern.
- Code of Conduct which set out the standards of behaviour and conduct expected from members, those who are attending Club events, or representing, working for or otherwise engaging with the Club in some capacity.
- Complaints Policy which may be used to deal with concerns raised about the actions of the Club.
- Data Protection Policy which sets out how we will handle personal data, including data collected to monitor diversity in line with this Policy.

4. DISCIPLINARY AND GRIEVANCE POLICY

These procedures deal with hearings in respect of:

- breaches of Club Rules, Bye Laws, Code of Conduct, Standing Orders
- any complaint about any member and
- complaints regarding any person competing officially in any Club competition.

The Procedures apply to all members of the Club.

1. Disciplinary action may be informal or formal. Informal disciplinary action will involve discussing the problem with the member and/or the complainant through the Club Secretary/Captain with a view to resolving the issue. Formal disciplinary action will be taken in accordance with these procedures.

MEMBERSHIP AND POWERS OF COMMITTEES

1. The Club shall establish a Disciplinary Committee, which shall have the power to act in the name of the Club and determine disciplinary proceedings coming before it.
2. The membership of any Disciplinary Committee will be determined by the Club and will have no fewer than three members.
3. The Club will establish an appeals Committee of not fewer than three members to consider any competent appeal. None of these members shall be members of the Disciplinary Committee. Trustees may form part or all the appeals committee.
4. Any person who sits on either the Disciplinary Committee or Appeal Committee shall:
 - Be unbiased and have no personal interest or in involvement with the case.
 - Be familiar with these procedures.
 - Act within their powers under these procedures and fairly, reasonably and proportionately at all times.



- Take advice where appropriate including, if necessary, appointing a solicitor or legal representative to attend and advise at hearing.
 - Have consideration and respect for all parties; and
 - Apply the standard of proof as the balance of probabilities.
5. The Appeals Committee will have the full powers and authorities of the Disciplinary Committee including the power to increase, decrease or accept any such penalties already imposed and/or impose any such new penalties as outlined in these Procedures.
 6. Both the Disciplinary and Appeal Committees shall appoint a chair who will preside over each Committee and will be reappointed annually.
 7. Both Committees shall take decisions, including decisions as to guilt and appropriate sanctions, since a simple majority of Committee members with the Chair holding a casting vote if no majority is reached.
 8. The Disciplinary Committee and the Appeals Committee shall have the power to abridge or extend any time limits set out in these Procedures, if in their reasonable discretion, it is considered appropriate in the circumstances.
 9. The Disciplinary Committee and the Appeals Committee shall not be entitled to introduce or consider opinion evidence other than expert opinion evidence.
 10. The Disciplinary Committee and Appeals Committee shall exercise their functions independently of the Club.

INITIAL COMPLAINT HANDLING

1. Any complaints about a member should be made in writing by the complainant and sent to the Club Secretary and be signed and dated.
2. Any complaint must be lodged within seven days of the alleged incident or grounds to the complaint arising or becoming known.
3. The complaint must specify the details of the alleged incident or grounds for complaint including, if appropriate, which provision of *e.g. Club Rules, Bye Laws, Code of Conduct, Standing Orders*, has been breached.
4. The Club Secretary shall:
 - Forward a copy of the complaint to the member in question and request a written response within seven days.
 - Undertake any further investigation he/she sees fit and/or.
 - Forward the complaint, written response, and any other relevant material, if applicable, to the Disciplinary Committee for consideration as set out below.



5. Upon receiving a referral from the Club Secretary, the Chair of the Disciplinary Committee shall convene a hearing of the Disciplinary Committee.

DISCIPLINARY HEARING

1. Any person that is subject to a disciplinary hearing shall be supplied with a copy of the original complaint and any additional material provided to the Disciplinary Committee, including notice of any witnesses to be called or their evidence.
2. Each Member shall have the right to the following:
 - To be advised of the nature of the charge or complaint and the potential penalties that may apply.
 - To be present in person at any hearing and to be advised 14 days in advance of the date, time, and place of such hearing.
 - To representation (legal or otherwise) at this hearing.
 - To state his case, call relevant witnesses and provide evidence at this hearing.
3. A shorter notice period can be given if agreed with the respective parties to the hearing.
4. Names of any witnesses being proposed by the Member should be intimated five days before any hearing to the Club Secretary.
5. If the Member is unable to attend at the meeting, he should notify the Club Secretary in writing.
6. If the Member elects not to attend at the meeting without good reason, the disciplinary hearing may proceed in his absence.
7. Unless the Disciplinary Committee otherwise directs, the procedure will be as follows:
 - The Disciplinary Committee will explain the process and advise of the rights of appeal.
 - The terms of the Complaint will be considered following by the written or oral response, if any, provided by the Member, including representation on penalty.
 - Any further evidence will be heard.
 - Any other witnesses to be called will then be heard (or in the situation where the witness is unable to attend, then their signed written statement will be read out).
 - Any witnesses are to be excluded from the hearing until required to give their evidence and must retire immediately after giving their evidence and answering any questions from the Disciplinary Committee.
 - Questioning of the parties or any witnesses may only be directed by the Disciplinary Committee or as otherwise permitted by the



Disciplinary Committee at its discretion, acting fairly and reasonably.

- The Member will then be given the opportunity to make final submissions – including submissions on sanctions if the complaint is upheld; and
- Notification of the decision, including as to any sanctions, with appropriate reasons shall be issued by the Club Secretary, in writing, to the parties within 14 days of the hearing.

APPEAL HEARING

1. An appeal must be lodged within 14 days of the decision being notified in writing to the Member.
2. An appeal shall be lodged with a Notice of Appeal is received, by the Club Secretary. The Notice of Appeal shall be in writing, signed by the Appellant Member and shall specify:
 - The name of the Appellant Member.
 - The decision appealed against.
 - The date of the decision appealed against; and
 - The specific grounds of the appeal (including in relation to sanctions).
3. On receipt of an appeal, Club Secretary will automatically forward all documentation to the members of the Appeals Committee.
4. The Chair of the Appeals Committee or Club Secretary shall communicate with the Appellant Member and:
 - Set a time, date, and place for the hearing of the appeal.
 - Of the composition of the Appeals Committee.
 - Of the rules within this Procedure which govern the hearing and process.
5. The Appellant Member is entitled to, within 48 hours of notification, lodge a written objection against any member of the Appeals Committee who can be shown to have a direct personal involvement or interest in the matter. Supporting evidence should be provided in support of any such claim. Any objection will be considered by the Club Secretary, whose decision shall be final.
6. All documentation to be used by any party at the appeal must be with all the parties entitled to attend the appeal hearing at least seven days prior to the appeal hearing.
7. The Appeals Committee may, in its discretion, rehear the whole or any part of the evidence given before the Disciplinary Committee as it considers appropriate.
8. The Appeals Committee shall be entitled to hear and receive such further evidence on appeal as it deems competent and fair.



9. Any further evidence to be heard, shall be made available to the Appellant member seven days prior to the appeal hearing. Parties shall have the right to respond in writing to any further evidence to be presented.
10. Where evidence is given before the Appeals Committee, there shall only be cross examination or questioning of witnesses by the Appeals Committee.
11. Written notification of the decision of the Appeals Committee will be issued to the Appellant member within seven days stating full reasons for the decision.
12. The decision of the Appeals Committee is final and binding. There is still ability in law for a person affected to appeal further to the courts through judicial review.

PENALTIES

1. No penalty shall be imposed on any person or body in disciplinary proceedings unless the alleged misconduct against the person or body is proved on the balance of probabilities and that penalty is fair, reasonable, and proportionate in the opinion of the Disciplinary or Appeals Committees.
2. If a complaint is proved against a Member, the Disciplinary Committee and Appeals Committee shall have the power to impose the following penalties.
 - Reprimand/warning.
 - Suspension from Club membership for a specified period (including competition).
 - Suspension from specified Club activities for a period or permanently.
 - Expulsion from Club membership on a permanent basis.
 - Forfeiture of any competition and/or other points as specified.
 - A penalty pursuant to [clause 24] of the Council of National Golf Unions Unified Handicapping System.
 - A combination of any of the above
3. When a penalty is imposed consideration will be given to the following:
 - consistency and uniformity in the level of penalty imposed.
 - whether the penalty is reasonable and proportionate in all the circumstances; and
 - that where possible periods of suspension be imposed by reference to specific dates rather than playing days, e.g. 1st April to 1st June.



GENERAL PROVISION

1. The hearing of proceedings by the Disciplinary Committee or the Appeals Committee shall be recorded by the taking of minutes by the Club Secretary or another nominated and appropriate person.
2. The record of the proceedings and all papers associated with the proceedings shall be held by the Club Secretary (or his/her nominee) in a secure and appropriate manner.
3. Copies of the record shall be made available to any person affected by the decision of the Disciplinary Committee or Appeals Committee.
4. Any notices or correspondence to be sent to any Member or person under these procedures shall be sent by recorded delivery, first-class post or, if appropriate, secure electronic mail, to the last known address of that Member or person. Notices and correspondence should be deemed to be delivered in relation to electronic mail and recorded delivery as the next day after sending and in relation to first-class post, on the second day after posting. The relevant time period shall begin on the deemed date of receipt.

– CHILD PROTECTION POLICY

Policy Statement:

Ilfracombe Golf Club has considered its responsibilities to the children participating in golf at our premises and within our club very carefully and has produced the following Safeguarding and Child Protection Policy and underpinning procedures, to set out the standards we wish to uphold in providing activities for children whilst at the same time safeguarding the welfare of those children in our care.

The club will, therefore, endeavour to ensure the safety and protection of all children involved with the club through the Child Protection guidelines adopted by the Management Committee of the club. It is the responsibility of all adults within the club to assist the Management Committee in safeguarding children.



A child in terms of safeguarding and child protection legislation is any young person under the age of 18.

Ilfracombe Golf Club is committed to the following: -

- The safety and welfare of children should always be of paramount importance, whatever the circumstances.
- Everyone with a role in working with or supervising children has a responsibility to safeguard and promote a child's welfare, protecting them from harm and to provide a safe environment in which they can participate.
- All suspicions and allegations of poor practice or abuse will be taken seriously and responded to swiftly and appropriately.
- All staff/members/volunteers/PGA Professionals who work with children will be recruited regarding their suitability for that responsibility and that they will be provided with appropriate guidance and training to assist them in their role in relation to child protection.
- All members should be aware of their responsibility regarding safeguarding children.

Principles

The following principles underpin Ilfracombe Golf Club's Child Protection Policy Statement:

- All children within Golf, regardless of gender, ability, disability, race, religious belief, or sexual orientation have the right to be protected.
- All suspicions and allegations will be taken seriously and responded to swiftly and appropriately.
- All children/young people have the right to be safe and to be treated with dignity and respect.
- Adults – staff, volunteers, PGA professionals, coaches, and members will be supported to understand their role and responsibility regarding the duty of care and protection of children and young people. They will be required to have an enhanced Disclosure and Barring Service (DBS) assessment.



- Individuals will receive support through education and training to be aware of and understand best practice and how to manage any welfare or child protection issues that may come to light.

This policy is underpinned by government guidance and current legislation including the Children Act 1989, which states that anyone who is involved in the care of children should “Do what is reasonable in the circumstances for the purpose of safeguarding or promoting the child’s welfare”.

Ilfracombe Golf Club’s policy and procedures are based on UK and international legislation and government guidance and take the following into consideration:

The Children Act 1989 and 2004, The Data Protection Act 1994 & 1998, The Police Act 1997, The Human Rights Act 1998, The Protection of Children Act 1999, The Criminal and Court Services Act 2000, The UN Convention on the Rights of the Child, caring for the young and vulnerable - Home Office Guidance for preventing the abuse of trust 1999. What to do if you are worried a child is being abused 2005, Working Together to Safeguard Children 2006.

Any subsequent legislation relating to child protection would implicitly be incorporated into this document.

Communication of the policy

This policy will be communicated to all members of the golf club as well as PGA Professional and volunteers working with juniors.

All volunteers and professionals will be required to sign a document to say they have read & understood the policy.

Types of abuse

Abuse can occur and does occur inside and outside of sport. Indicators of a child being abused can be difficult to recognise. As a club there is a duty of care to respond to inappropriate behaviour, poor practice as well as reporting suspicions, allegations, or disclosures.



The club will arrange an annual workshop for staff, volunteers & coaches to learn more about safeguarding and protection of children and how to deal with disclosures. This is compulsory for everyone working with juniors.

Bullying: Any form of bullying will be recorded on an incident report form and the issue will be dealt with immediately by the club.

Child Protection Responsibilities: -

Ilfracombe Golf Club:

The golf club and management will ensure that the child protection policy is communicated to all members, will ensure that the policy is adhered to and will also review the policy every year and will make changes as and when required by law.

Parents/Juniors:

To be made aware of the policy and the responsibilities required to be adhered to.

Staff and Professional Coaches:

To be made aware of the policy and where regular contact is applicable will sign to say that the policy has been understood.

Child Welfare Officer:

Child Welfare Officer (CWO). The CWO will be responsible for reporting all allegations, suspicions, disclosures, and concerns to the appropriate local bodies e.g. MASH and police. He will ensure that this policy is reviewed and updated in accordance with appropriate guidance and in the light of new legislation.

CWO details will be displayed along with the policy on club notice boards.

Recruitment of Volunteers:

Any volunteers wishing to work with juniors from the date of this policy will be required to complete a personal details form. The information on this form will include:

Name & address



Telephone numbers

Skills/Experience of working with juniors.

Coaching qualifications where necessary

Details of at least 1 reference

Self-disclosure section

Permission to allow an Enhanced DBS check to take place.

All volunteers regularly working with juniors and with sole access to children will be required to undergo an enhanced DBS check.

Any junior organiser will ensure this procedure is followed and copies of forms will be kept by the Secretary. A blank copy can be found in the appendix.

Training of volunteers

Anyone regularly working with juniors will be required to attend a Safeguarding & Protecting Children workshop. This training will need to be reviewed every 3 years under the guidance of CIG strategy group.

Reporting Procedures

All complaints, suspicions, allegations, disclosures will be reported to the Child Welfare Officer (CWO) and will be recorded on an incident report form. The child welfare officer will then take the appropriate action, including informing the appropriate external agencies.

Emergency procedures

Where there are juniors using facilities, they shall be inducted what to do in the event of an emergency.

Should there be an emergency whilst out on the course, juniors will be encouraged to have the following numbers programmed into their mobiles: Clubhouse/Pro's shop.



Permission will be granted for mobiles to be used whilst on the golf course for emergencies only.

For first aid emergencies, you should refer to the club's health & safety policy & procedures.

Confidentiality

Details of juniors shall be kept on file by Secretary's office, Junior Organiser and PGA Golf Professional. From time to time the county bodies may also ask for details of promising juniors, these will be passed on as part of our commitment to developing a junior member golfing talent.

Photography/Video Imaging

Where there are organised junior sessions (competitions/coaching) parental permission will be granted to use these 2 methods of imagery. Where there is a competition, anyone wishing to take pictures will be required to register with the organiser and will be issued with an Official Photographer badge. Nobody else should be taking photographs of children on the course and all members are encouraged to report anyone who appears to be taking video/pictures without an official badge to the event organiser.

Transportation

Ilfracombe Golf Club officials will not be responsible for organising transportation to away events. All parents will be required to organise this amongst themselves. Where a club official is also a parent, they assume the role of a parent and not as a club official.

When it may be necessary to organise transport, parental permission will be sought. The recommended documentation will be completed.

Changing Rooms

Parents will be made aware that their children will be sharing the facilities where adults may get showered and changed. Parental consent will be sought.

Where a parent does not consent to their child accessing the changing facilities, it is their responsibility to ensure that the child does not use the facilities.



Junior Profile Forms

When all new juniors' members join the golf club, they will be asked to complete personal details form as well as their application form. The profile form will detail the following: -

- Personal details
- Emergency contact details
- Medical information (Medical conditions, medication, and GP information)
- Parental permission for: - Medical consent, changing rooms, photography, video imagery & confidentiality.
- There will also be a signature required to say that they have read and understood the child protection policy.
- Supervision Ratios
- Juniors will be supervised during all competitions and coaching sessions by at least 1 professional coach or volunteer. Coaching ratios will be determined by the PGA professional as appropriate for the session.
- Late Collection guidelines

Emergency contact details will be used in the event of a child not being collected 30 minutes after the agreed time. A child will not be asked to provide an alternative number should the emergency numbers not be contactable.

If after an hour a child has still not been collected and the emergency details still incontestable the local police shall be called. Whenever possible a child will not be left unattended but may be in the clubhouse.

This policy will be reviewed every year or earlier should legislation or guidance change.

The policy was approved by the Management Committee on 25TH October 2021

Signed by (Club Hon Secretary): Date:

Signed by (Junior Organiser): Date:



4. POLICY IMPLEMENTATION

A. WHAT WE WILL DO

1. Promote fairness, equality, diversity, and respect for everyone working, volunteering, or participating in the sport of golf or otherwise engaging with the Club.
2. Ensure that all competitions, events, and activities are administered by the Club are carried out in a fair and equitable way (except where specific situations and conditions prevent this, or where we consider that Positive Action is a proportionate way to achieve a legitimate aim).
3. Monitor and review Club policies, procedures, and regulations to ensure that they are consistent with the requirements of this policy, including policies relating to admission to membership.
4. Where practical we will take steps to monitor the diversity of the Club's members, participants, players, volunteers, and others that we may engage with to measure and assess the impact of this policy
5. Provide appropriate training and support to staff, volunteers, officials, and others.
6. Make reasonable adjustments for those with a disability.
7. Publish this policy on the Club website.

B. WHAT WE WON'T DO

1. Discriminate against anyone, either directly or indirectly, based on a Protected Characteristic.
2. Subject anyone to less favourable treatment based on them doing a Protected Act (victimisation).
3. Subject anyone to harassment in relation to a Protected Characteristic.

5. REPORTING PROCEDURES

If you are concerned about the behaviour or conduct of someone at a Club event, someone representing the Club, or any other breach of this policy:



- 5.1 please report the matter to *The Club Secretary* giving as much detail as possible.
- 5.2 If the matter is reported verbally, and you are able, please follow the verbal report in writing as soon as possible.
- 5.3 The Club will consider the appropriate way to deal with the matter, which may include referring the matter to and/or seeking guidance from England Golf.

6. HOW WE WILL DEAL WITH BREACHES OF THIS POLICY

- 6.1 When we receive a report or a concern that relates to this policy, we will ask The Welfare Officer to consider the matter initially. They will consider the appropriate next steps, which may include the following:
 - a. seeking further information in relation matters raised
 - b. seeking guidance from England Golf or any other appropriate body or organisation
 - c. referring the matter to another body or organisation
 - d. dealing with the matter informally
 - e. deciding which procedure is the most appropriate, such as the Employee Disciplinary Procedure, the Safeguarding Policies, or the Disciplinary Regulations, to progress the matter formally.
- 6.2 The Club will usually inform the person reporting the matter of the next steps and/or the outcome of the matter. However, there may be circumstances in which we are not able to disclose full details to the reporting individual. This may be because the law prevents us from doing so, because some information is confidential or to protect the safety or wellbeing of those involved.

7. KEY CONCEPTS, DEFINITIONS AND EXAMPLES

A. The Equality Act 2010 and Discrimination

Every individual and organisation to whom this Policy applies must not act in a way which is directly or indirectly discriminatory based on a Protected Characteristic.

The Equality Act 2010 makes it unlawful to discriminate directly or indirectly against individuals or groups with certain "**Protected Characteristics**". The "**Protected Characteristics**" are listed in section 4 of the Act:



- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Direct Discrimination

Direct Discrimination is defined at section 13(1) of the Equality Act 2010: *"A person (A) discriminates against another (B) if, because of a protected characteristic, A treats B less favourably than A treats or would treat others."*

For example, if an action or decision is taken by a club which treats females less favourably than males, this would be considered direct discrimination on the grounds of sex, which is a protected characteristic.

Indirect Discrimination

Indirect Discrimination is defined at section 19(1) of the Equality Act 2010: *"A person (A) discriminates against another (B) if A applies to B a provision, criterion or practice which is discriminatory in relation to a relevant protected characteristic of B's."*

Indirect discrimination occurs where less favourable treatment is not the main effect or objective of an action or decision.

The nature of indirect discrimination is that the discriminatory effect can be an unexpected or unforeseen effect of a good faith decision. Complaints of indirect discrimination should be considered carefully and objectively, and not dismissed out of hand purely because the effect was not an expected or intentional one.

If, for example, a club has a rule or practice that certain competitions are only played on Saturdays, this would prevent members with certain religious beliefs from taking part in the competition. Although it may not have been the intention of the golf club, the effect is the less favourable treatment of members on the grounds of religion or belief, which is a protected characteristic. This is indirect discrimination.

Actions and Intentions

An action or decision can still be considered discriminatory even if the less favourable treatment is unintentional. It may not always be obvious to the perpetrator that their actions are discriminatory. Indirect discrimination is often unintentional, but it is not a



defence to an allegation of discrimination to say that the perpetrator did not mean to discriminate against a person or group.

Discrimination can arise out of actions and decisions but can also arise out of omissions and failure to take actions or decisions.

Reasonable Adjustments

Everybody to whom this Policy applies is under a duty to make reasonable adjustments to avoid discriminating against any individual or group with the Protected Characteristic of Disability.

The duty is to make *reasonable* adjustments. It is not unreasonable for adjustments to cost time, money, or other resources. However, an adjustment may not be reasonable if the cost is disproportionately high or making the adjustment would be unfeasible. The resources required to make an adjustment are an important factor to be considered in deciding whether an adjustment is reasonable.

Positive Action

It can be lawful to make decisions that discriminate based on a Protected Characteristic in very limited and exceptional circumstances, if the discrimination is a 'Positive Action' taken to address an underrepresented group or Protected Characteristic. Positive Actions must be reasonable, justifiable, and clearly linked to a legitimate aim. Where a club decides to take Positive Action in respect of an underrepresented group, it should carefully record its decision making and the evidence it has considered and review the practice regularly to ensure that the Positive Action does not continue for longer than reasonably necessary.

Examples

In a golfing context, some examples of discrimination might include:

- Not allowing the use of golf buggies, as this increases the cost of maintaining the course. Permitting the use of golf buggies may be a reasonable adjustment, and the increased course maintenance costs are a factor to be assessed in deciding whether the adjustment is reasonable.
- Restricting the number of tee times available to women during peak hours at a golf course. Whilst it may be permissible to limit access to the course at certain times, for example to allow a competition to be played, a club will need to be certain that it is providing equal opportunity to access the course for various groups.
- Not allowing competitions to be played on alternate days to accommodate for certain religious beliefs.

B. Harassment



Harassment is defined in section 26(1) of the Equality Act 2010. Harassment occurs where a person engages in unwanted conduct related to a Protected Characteristic (outlined in the Equality Act 2010), which has the purpose of either:

- Violating the other person's dignity; or
- Creates an intimidating, hostile, degrading, humiliating or offensive environment for the other person.

In determining whether conduct amounts to harassment, regard is had to:

- The perception of the victim
- Whether it is reasonable for the conduct to have the perceived effect
- The wider circumstances of the matter.

Sexual Harassment

Sexual harassment occurs where a person engages in unwanted conduct of a sexual nature, and the conduct has the purpose or effects outlined above.

One Off Incidents

A single, isolated, or one-off incident can still amount to harassment. The key consideration is the purpose or effect of the conduct.

Protection from Harassment Act 1997

Harassment can still occur even if it not based on a Protected Characteristic. The Protection from Harassment Act 1997 made it a civil, and sometimes a criminal, offence to carry out a course of conduct that amounts to harassment.

Examples

In a golfing context, some examples of unlawful harassment might include:

- Employees making unwanted or inappropriate contact with colleagues at a golf club or facility.
- Targeting disabled golfers using buggies and demanding to see proof of a disability where this is not required by the terms of a competition, for example.
- Disproportionate and public criticism or sanctioning of an individual's behaviour by an organisation for irrelevant or personal reasons. A clear disciplinary procedure will help to ensure that those facing disciplinary action at a club are treated fairly.

C. Victimisation

Victimisation is defined in section 27(1) of the Equality Act 2010.



Victimisation occurs where a person suffers a detriment because they do a protected act or are believed to have done a protected act.

Protected Act

A protected act includes making a complaint (whether in writing or not, formally or informally) or bringing legal proceedings under the Equality Act 2010 in relation to discrimination, harassment, bullying, or any other issue related to equality, diversity or Protected Characteristics.

Detriment

A detriment can be any less favourable treatment, including direct acts such as suspensions, fines, sanctions, and verbal and physical aggression.

It is not necessary to show that somebody is being treated less favourably than somebody else who did not do a protected act, only that they have been subject to a detriment because of a protected act.

Examples

In a golfing context, some examples of unlawful victimisation include:

- Initiating disciplinary proceedings against a person because of making a complaint about discrimination or harassment.
- Ignoring a person's valid input into the management of a club or county after that person has made a complaint.
De-selecting a player from a squad or team because that person has made a complaint.

8. Further guidance and support

You can find further information from the following sources:

- [England Golf ED&I pages on website](#)
- [England Golf Equality Guidance](#)
- equalityhumanrights.com/en