



Equality Policy

1.0 Purpose

Penrith Golf Club (the Club) is committed to the equitable and fair treatment of all members, guests, visitors, volunteers, and present or potential employees. Every person shall have a genuine opportunity to participate to their full potential at all levels and in all roles within the Club.

2.0 Scope

Applies equally to every person regardless of disability, age, gender, sex, sexual orientation, [parental and/or marital status - not protected under the Equality Act 2010 but could be protected as a matter of good practice], race, colour, nationality, ethnic origin or religious conviction.

3.0 Policy Statement

The Club will comply with statutory obligations under the terms of all relevant UK and European legislation. (Appendix 1) to ensure that:

- The content and format of Club policies, procedures, competitions, regulations (where applicable) and assessments provides equality for all except where specific situations or conditions properly or reasonably prevent this.
- All material prepared, produced, and distributed by, or on behalf of the Club promotes a clear image of diversity within the activities of the Club.
- Clear guidance and communication are given to all individuals either governing or working for the Club on its commitment to Equality.
- The Club will take appropriate action to tackle under-representation where it has been identified.
- The Club reserves the right to limit competition to specific age, gender, or disability groups where this is necessary to ensure equitable, safe, and fair competition. It may also be necessary on occasion to apply specific conditions to potential or actual staff and volunteers which are necessary for the proper performance of any work or tasks involved.

4.0 Related Policies

None

5.0 Implementing Procedures

[PR2020-003 Procedure for Implementing Equality](#)

6.0 Record of Approval

Roles	2020 Responsible Person	Approval Date
Chair, Management Committee	W. H. Pettigrew	02-Dec-2020

Policy Number:	PL2020-003	Policy Name:	Equality Policy
Last Modified By:	W. H. Pettigrew	Last Modified On:	24-Aug-2020
Policy Owner:	Chair, Management Committee	Effective Date:	03-Dec-2020



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Appendix 1

Applicable Acts and Regulations:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (as amended)
- Race Relations Act 1976 (as amended)
- Disability Discrimination Act 1995 (as amended)
- Disability Discrimination Act 2005
- Data Protection Act 1998
- Human Rights Act 1998
- Scotland Act 1998
- Special Educational Needs and Disability Act 2001
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Equality Act 2006
- Racial and Religious Hatred Act 2006
- Employment Equality (Age) Regulations 2006
- Equality Act 2010

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