

Club Secretary: 01823 412220
Professional: 01823 412880



TAUNTON VALE GOLF CLUB
Creech Heathfield
Taunton
Somerset
TA3 5EY

www.tauntonvalegolf.co.uk
admin@tauntonvalegolf.co.uk

Equal Opportunity Policy

Statement of Intent

The Taunton Vale Golf Club (the Club) is subject to the legal authority of the Management Committee 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 agents and service providers associated with the Club. 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 at all levels and in all roles within the Club.

Equality Policy

In accordance with the Equality Statement of Intent agreed by Taunton Vale Golf Club the management 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 practices procedures and policies or as agreed by practical experience, in keeping with current legislation) during this period.

- A copy of this document is available to all paid staff, agents service providers & 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 will be available on the Club website and within the registration process, all electronic green fee enquiries will be automatically directed to the Club's terms & conditions which includes this policy.
- All staff, agents and service providers will receive appropriate training.

Membership

- The 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 management 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 numbers of spaces as agreed by the Management is 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.



Awarded High Achiever – July 2010

Club Secretary: 01823 412220
Professional: 01823 412880



TAUNTON VALE GOLF CLUB
Creech Heathfield
Taunton
Somerset
TA3 5EY

www.tauntonvalegolf.co.uk
admin@tauntonvalegolf.co.uk

- 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 only apply 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.
- Applications for membership will be as determined by the management committee and will comply with the requirements of the Equality Act 2010 or any statutory modification thereof. Applicants who are considered to be suitable for membership will be allocated membership on a first come, first served basis save that the management may in their absolute discretion but only where the number of members in an under-represented category 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 Rights

- 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, unless function rooms have been booked for a private function.
- All bye-laws introduced by the committee shall reflect fair and equitable treatment in respect of the club's practices policies and procedures they are designed to address.



Awarded High Achiever – July 2010

Club Secretary: 01823 412220
Professional: 01823 412880



TAUNTON VALE GOLF CLUB
Creech Heathfield
Taunton
Somerset
TA3 5EY

www.tauntonvalegolf.co.uk
admin@tauntonvalegolf.co.uk

Officers of the Club

Responsibilities

The Management Committee is responsible for the Club's operation and financial matters in conformity with the Equality Act 2010 or any statutory modification thereof.

- The Management Committee comprises of the Owners, Chairman, Course Manager and Secretary/Manager.

Chairman

- The Chairman is appointed by the Owners and presides over the day to day running of the Club and will remain in office for the time agreed with the Owners or until such times the Chairman wishes to relinquish the post.

Captaincy

- There shall be two Club Captains per year that share Captaincy – one man and one lady.
- Proposals/nominations for each captaincy will be in accordance with the Club's procedures – each nomination must be sanctioned by the Management Committee prior to taking up office.
- There will also be separate section Captains for recognised sections of the Club. However, please note to have a separate 'Section' captain the category must exceed 25% of the total club membership i.e. Senior Men (over 55's). This stipulation excludes the Junior Section. The female Club Captain will still oversee the day to day running of the Ladies' Section and the male Club Captain will still oversee the day to day running of the Men's Section.
- In their year of office each Club Captain shall share responsibility and authority for Club Golf & Social functions and will agree at the outset of their term of office those events which will be undertaken individually or jointly.
- Each Captain shall comply with the responsibilities of Captaincy as identified by the Management Committee and represent their section of the Club at all events that fall within their jurisdiction under those directions.

Course Access

General

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.



Awarded High Achiever – July 2010

Club Secretary: 01823 412220
Professional: 01823 412880



TAUNTON VALE GOLF CLUB
Creech Heathfield
Taunton
Somerset
TA3 5EY

www.tauntonvalegolf.co.uk
admin@tauntonvalegolf.co.uk

- 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 when there is allotted tee reservation, the course will only be available to participants in the competition.
- Where it can be identified that the preponderance of male competitions denies equal access to females at weekends for example, 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.
- 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 Nation Golf Unions (CONGU) Unified Handicapping Scheme. Tee time availability will be in accordance with the current tee time booking procedure.
- The current tee time procedure allows equal access to all categories of members for general play.
- Individual members will not be permitted to make tee time reservations on behalf of more than 8 players

Exemptions

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

Rules & 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 & Bye Laws of this Club.

Compliance

The Chairman will review annually the requirements of the Equality Bill, the Terms and conditions of this Equality Statement and check they are being adhered to with the help of the Secretary/Manager. Any changes/adjustments required shall be made and publicised to the Club Captains, General Committee and membership.



Awarded High Achiever – July 2010

Club Secretary: 01823 412220
Professional: 01823 412880



TAUNTON VALE GOLF CLUB
Creech Heathfield
Taunton
Somerset
TA3 5EY

www.tauntonvalegolf.co.uk
admin@tauntonvalegolf.co.uk

Complaints

The content of this document applies equally to members, associate members, guests, visitors, employees, servants, agents and service providers of the club. The Chairman has overall responsibility to the Management Committee for ensuring the requirements of this document are implemented. The day to day responsibility for the Statement of Intent and Equality Policy will rest with the Secretary/Manager.

- Any complaint or grievance will be dealt with via the appropriate policy and procedures e.g. Disciplinary & Grievance Procedures or Mediation process.
- Allegations of inequitable behaviour emanating from the actions of the club professional or any of his/her staff who are members of the PGA will be investigated in accordance with the terms & conditions of the agreed contract between the Club and the Professional staff or if none within the Complaints Procedure applying to a Breach of the Club's Equality Policy. All incidents and allegations shall be notified to the PGA for their records.
- Allegations of inequitable behaviour emanating from the actions of a member towards any person associated with the club including fellow members, visitors & employees will be investigated within the Complaints Procedure applying to a Breach of the Club Equity Policy. If an incident involving a member of the Club is alleged to have occurred touching upon the conduct of a member at another golf club and reported to the Club in accordance with that Club's policies, the member shall be subject to a Disciplinary Hearing at the Club.
- Allegations of inequitable behaviour emanating from the actions of a casual visitor to the Club who is a member of an 'affiliated' Golf Club towards a member, employee or visitor will be initially investigated by the Secretary/Manager of the Club. If the evidence leads the Secretary/manager to conclude that a breach of the Club Equity Policy has likely occurred the evidence should be passed to the home Club of the alleged offender to be further investigated and dealt with in accordance with their Disciplinary Procedures. If the home Club declines to investigate the allegation the Club may refer the incident to their County Union for action under their Disciplinary Procedure Policy. If the Union declines to investigate the Club may refer the incident to the relevant Golf Union for action under their procedures. If such a situation occurs and the allegation is proven the Club in addition to any sanction imposed at that hearing will exercise their own prerogative in respect of initiating an appropriate action and will be limited to the authority of the Club against the alleged offender on behalf of the Club.
- Allegations of inequitable behaviour emanating from the actions of a casual visitor to the Club who is not a member of a golf club affiliated to any of the Home Unions towards a member, guest, visitor or employee will be initially investigated by the Secretary/Manager of the Club. If the evidence leads the Secretary/Manager to conclude that a breach of the Club Equity Policy has likely occurred, the evidence should be passed to the appropriate authorities for action under the Equality Laws. If such a situation occurs and the allegation is proven the Club in addition to any sanction imposed at that hearing will exercise their own prerogative in respect of initiating an



Awarded High Achiever – July 2010

Club Secretary: 01823 412220
Professional: 01823 412880



TAUNTON VALE GOLF CLUB
Creech Heathfield
Taunton
Somerset
TA3 5EY

www.tauntonvalegolf.co.uk
admin@tauntonvalegolf.co.uk

action against the alleged offender banning them from the Club for a period of time to be agreed, or for good. In event that an allegation is proven the Club (cognisant of Human Rights Law) will use its best endeavours to notify other Clubs of the outcome and of the name of the offender.

- In all cases the alleged offender will be invited to attend the Disciplinary Hearing. If this invitation is declined or ignored the hearing shall proceed in their absence.

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 & 2008)
- The Race Relations Act 1976 (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



Awarded High Achiever – July 2010