



## **EQUALITY POLICY**

### **Purpose of Policy**

Balcarrick Golf Club is an equal opportunities Club and its policies are based on principles of equal opportunity for all in relation to positions and access in our Club.

### **Scope of Policy**

This Policy applies to all members, committees, volunteers and those we employ and engage. Discrimination of any kind against any person is prohibited.

### **Policy**

The Equal Status Acts 2000-2018 ('the Acts') prohibit discrimination in the provision of goods and services, accommodation and education. They cover the nine grounds of gender, marital status, family status, age disability, sexual orientation, race, religion, and membership of the Traveller community. In addition, the Acts prohibit discrimination in the provision of accommodation services against people who are in receipt of rent supplement, housing assistance, or social welfare payments.

The Acts prohibit discrimination subject to some exemptions, in access to and use of goods and service, including indirect discrimination and discrimination by Club, sexual harassment and harassment, and victimisation. The Acts allow positive action to promote equality for disadvantaged persons or to cater for the special needs of persons.

Discriminatory advertising is also prohibited. It is prohibited to publish, display or cause to be published or displayed, an advertisement which indicates an intention to discriminate, harass or sexually harass or might reasonably be understood as indicating such an intention.

### **Reasonable Accommodation**

In addition, the Acts require those selling goods or providing services to provide reasonable accommodation or special treatment or facilities where without these it would be impossible or unduly difficult for a person with disabilities to avail of the goods and services, unless this would cost more than a nominal cost. What amounts to a nominal cost will depend on the circumstances such as the size and resources of the body involved.

Discrimination in employment is defined in the Employment Equality Acts, 1998-2015 as "treating a person less favourably than another is, has been, or would be treated". Discrimination may occur where a job applicant, employee or customer is treated less favourably than another for one or more of any of the following reasons: - Gender, marital/civil, family status, religion, disability, sexual orientation, age, race, membership of the travelling community. Discrimination may also occur where a condition or requirement is applied to all but can't be so easily complied with by a particular person or group.

### **Recruitment & Selection**

If Balcarrick Golf Club is hiring staff then all areas of the recruitment process must be carried out with equality in mind. We will ensure that anyone involved in making employment related decisions will be given training and guidance to ensure that they comply with legal requirements and policy. Furthermore, no job applicant or employee may be placed at any disadvantage by any requirement or condition which has a disproportionately adverse effect on them, and which can be shown not to be relevant to his/her job requirement. The Club is committed to providing equality of opportunity to people in all aspects of employment. This includes ensuring that people with disabilities have full and equal access to employment, training, promotion and career development in the Club. We will ensure that any reasonable accommodations are made for any Employee with a disability to carry out their duties efficiently and effectively.

### **Pay/Remuneration**

The Acts makes it illegal to discriminate on any of the nine grounds under The Employment Equality Acts 1998 -2015 in relation to pay levels. For the purposes of the Act, pay includes bonus payments, commission, sick pay, redundancy payments and skills allowances, but excludes pensions. There is nothing to prevent an employer from paying, on grounds other than those listed above, different rates of remuneration to different Employees.

### **Conditions of Employment**

No discrimination on any of the nine grounds under The Employment Equality Acts 1998 - 2015 can take place in conditions of employment such as access to overtime, access to promotion activities, access to shift work, and access to training.

### **Training and Work Experience**

Anyone who is employed in the Club will be afforded the same opportunities to develop full and rewarding careers. You will therefore be provided with opportunities whenever possible to acquire the range of training, competence and experience necessary for your career development.

## **Career Development**

Conditions governing access to career development will not discriminate, directly or indirectly, on any of the nine grounds under The Employment Equality Acts 1998 - 2015. Competitions will be conducted in a manner which do not discriminate on any of the nine grounds. Promotion and re-grading will be decided on objective criteria relevant to the objectives of the job. All personnel will be encouraged to prepare, plan and consider themselves for career development. Job opportunities will be advertised and all are encouraged to compete.

## **Role of Directors of Balcarrick Golf Club**

Directors have an important role to play in ensuring equality/diversity and have a particular responsibility to engender respect for difference and to accommodate diversity where appropriate.

## **Dignity at Work and Membership of Balcarrick Golf Club**

All persons will be treated with dignity and respect and provided with a safe working and playing environment which is free from all forms of bullying and harassment. The importance of dignity and respect of all Employees and Membership of the Club will be promoted throughout Balcarrick Golf Club. Everyone is required to commit and participate fully to this ethos. Balcarrick Golf Club will take practical measures to facilitate the integration of particular groups, under the nine grounds of The Employment Equality Acts 1998 - 2015, into employment and membership.

## **Unfair Treatment or Discrimination Complaints**

Anyone who feels that they have been unfairly treated should refer to our grievance procedure which is clearly outlined in our Disciplinary and Grievance Policy.

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