

Glynneath Golf Club

Equality, Diversity and Inclusion (ED&I) Policy

1. Policy Statement

Glynneath Golf Club is committed to providing an environment where everyone is treated with dignity, fairness and respect. We aim to create a welcoming, inclusive and supportive club for all members, visitors, guests, volunteers, employees, contractors and anyone else connected with the Club.

We recognise that a diverse and inclusive club strengthens our organisation, enhances the experience of everyone who visits and helps ensure that golf is accessible to the widest possible community.

We are committed to promoting equality of opportunity and ensuring that no individual is unfairly disadvantaged or excluded from participation in any aspect of Club life.

The Club recognises that equality, diversity and inclusion are important considerations in the ongoing development of our facilities, services, activities and long-term strategic planning. We will continue to consider these principles when making decisions that affect the future of the Club.

2. Our Principles

Glynneath Golf Club will:

- Treat everyone with dignity, courtesy and respect.
- Promote equality of opportunity throughout the Club.
- Welcome people from all backgrounds and encourage participation in golf.
- Make reasonable efforts to remove barriers that may prevent people from accessing our facilities, activities or services.
- Encourage an environment where everyone feels safe, valued and included.
- Take concerns relating to discrimination, harassment, bullying or victimisation seriously.
- Make decisions that are fair, transparent and in the best interests of the Club.

3. Scope

This policy applies to everyone connected with Glynneath Golf Club, including:

- Members
- Visitors and guests
- Employees
- Volunteers
- Committee members
- PGA Professionals and coaches
- Contractors and suppliers whilst working on Club premises
- Anyone participating in Club activities or representing the Club.

4. Equality and Diversity

The Club seeks to ensure that opportunities are available to everyone and that individuals are treated fairly, regardless of the protected characteristics defined within the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We also recognise that individuals may experience barriers due to factors such as socio-economic background, caring responsibilities or other personal circumstances. Whilst these are not protected characteristics under the Equality Act 2010, the Club will seek to be as inclusive as reasonably practicable.

5. Inclusion

Inclusion means creating an environment where everyone feels welcome, respected and able to participate.

The Club will seek to:

- Encourage participation from people of all ages and abilities.
- Continue improving the accessibility of our facilities wherever reasonably practicable.

- Consider accessibility and inclusion when planning projects, events and future Club developments.
- Promote initiatives that encourage new people to participate in golf.
- Foster a culture where different perspectives, experiences and backgrounds are respected and valued.

6. Expected Standards of Behaviour

Everyone connected with the Club is expected to:

- Treat others with dignity, courtesy and respect.
- Behave in a manner that supports an inclusive environment.
- Avoid language or behaviour that could reasonably be regarded as discriminatory, intimidating, offensive, bullying or harassing.
- Respect different backgrounds, opinions and experiences.
- Raise any concerns appropriately through the Club's procedures.

The Club will not tolerate unlawful discrimination, harassment, bullying or victimisation and will deal with any substantiated concerns appropriately through its policies and procedures.

7. Concerns and Complaints

Anyone who believes they have experienced or witnessed discrimination, harassment, bullying or other behaviour inconsistent with this policy is encouraged to raise the matter with the General Manager, Chairperson or another appropriate Committee member.

Concerns will be considered fairly, sensitively and, where appropriate, confidentially.

Where necessary, matters will be addressed in accordance with the Club's disciplinary, grievance or complaints procedures.

8. Responsibilities

Committee

The Committee is responsible for:

- Providing leadership on equality, diversity and inclusion.
- Ensuring that Club policies support the principles contained within this policy.
- Considering equality, accessibility and inclusion when making strategic decisions.

- Reviewing this policy periodically.

General Manager

The General Manager is responsible for:

- Supporting the implementation of this policy.
- Promoting inclusive practices throughout the Club.
- Responding appropriately to concerns raised.
- Supporting the Committee in identifying opportunities to improve accessibility and inclusion.

Everyone Connected with the Club

Everyone connected with the Club shares responsibility for upholding the principles of this policy and contributing towards a welcoming, respectful and inclusive environment.

9. Monitoring and Review

The Committee will review this policy at least every three years, or sooner if changes in legislation, guidance or Club circumstances make this necessary.

The Club will continue to seek opportunities to improve accessibility and inclusion through future projects, member engagement and continuous improvement.

10. Related Policies

This policy should be read alongside the Club's other published policies.

This policy purposely supports and reflects the ED&I principles that are set out and endorsed by Wales Golf.

Approved by the Management Committee – 03/08/2026

Version 1.01