



WGC Bury

Equality, Diversity & Inclusion Policy

Reviewed 2026

1. Statement of Intent

1.1 WGC Bury ('The Club') shares the belief of England Golf and Lancashire Golf Union 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 Board, Directors, 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 employee handbook which relates 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 Adults Policy and Children and Young People Safeguarding Policy, which will be followed in respect of any matters which give rise to a safeguarding concern.
- Membership Terms and Conditions and Code of Conduct which set out the standards of behaviour and conduct expected from members and all those engaging with the Club.
- 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. Policy Implementation

A. What We Will Do

- Promote fairness, equality, diversity and respect for everyone working, volunteering or participating in the sport of golf or otherwise engaging with the Club.
- Ensure that all competitions, events and activities 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).
- 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.
- Where practical, take steps to monitor the diversity of the Club's members, participants, players, volunteers and others that we may engage with in order to measure and assess the impact of this policy.
- Provide appropriate training and support to staff, volunteers, officials and others.
- Make reasonable adjustments for those with a disability.
- Publish this policy on the Club website.

B. What We Won't Do

- Discriminate against anyone, either directly or indirectly, on the basis of a Protected Characteristic.
- Subject anyone to less favourable treatment on the basis of them doing a Protected Act (victimisation).
- 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 Head Office 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 concern that relates to this policy we will consider the matter initially. They will consider the appropriate next steps, which may include:

- Seeking further information in relation to matters raised.
- Seeking guidance from England Golf or any other appropriate body or organisation.
- Referring the matter to another body or organisation.
- Dealing with the matter informally.
- 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 on the basis of a Protected Characteristic.

The Equality Act 2010 makes it unlawful to discriminate directly or indirectly against individuals or groups with certain 'Protected Characteristics'. These are:

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

Direct Discrimination occurs where, because of a protected characteristic, a person is treated less favourably than others are or would be treated.

Indirect Discrimination occurs where a provision, criterion or practice is applied that is discriminatory in relation to a relevant protected characteristic, even where less favourable treatment was not the intention.

Reasonable Adjustments

Everyone 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. An adjustment may not be reasonable if the cost is disproportionately high or making the adjustment would be unfeasible.

Positive Action

It can be lawful to make decisions that constitute Positive Action taken to address an underrepresented group or Protected Characteristic. Positive Actions must be reasonable, justifiable and clearly linked to a legitimate aim, and should be reviewed regularly.

B. Harassment

Harassment occurs where a person engages in unwanted conduct related to a Protected Characteristic which has the purpose or effect of violating another person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. A single, isolated or one-off incident can still amount to harassment.

C. Victimisation

Victimisation occurs where a person suffers a detriment because they do, or are believed to have done, a protected act — such as making a complaint or bringing proceedings under the Equality Act 2010 in relation to discrimination, harassment, bullying or any issue related to equality, diversity or Protected Characteristics.

8. Further Guidance and Support

Further information can be found from the following sources:

- England Golf ED&I pages: www.Englandgolf.org
- Equality and Human Rights Commission: www.equalityhumanrights.com
- Lancashire Golf Union: <https://www.lancashiregolf.org/>

This policy is published on the Club website at www.wgcbury.co.uk

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