



## **Equality Act 2010 – Fact Sheet**

Clubs must not discriminate against any member, visitor or guest on the grounds of any of the protected characteristics contained in the Equality Act in the provision of its goods and services.

Discrimination is treating someone less favourably than another because of a protected characteristic.

### **The protected characteristics are:**

Age, Disability, Sex, Sexual Orientation, Race, Religion or Belief, Marriage and Civil Partnership, Gender Reassignment, Pregnancy and Maternity. The ones that are most likely to affect golf clubs are:

#### **Age**

In relation to age, people under the age of 18 are not covered by the Equality Act but only in relation to their age. The other protected characteristics still apply.

Owing to the introduction of the statutory instrument covering age related provisions, it is lawful to group people by age when determining their subscription levels.

#### **Sex – Access to the Course**

Reasonable access to the course must be permitted by both genders.

Where a club consists of male and female membership Golf Union Wales would advocate the following:

Men and Women who are 7 day members should be able to play both competitive and non-competitive golf at the weekends and clubs should be encouraged to introduce alternative day qualifiers at the weekend for ladies who are unable to participate in the traditional weekday competitions. The Club should also be encouraged to permit ladies and gents to play together in these separate weekend competitions with the ability to mark each other's cards.

Clubs are encouraged to allow enough time at the weekends for social golf which should be accessible equally by both genders.

#### **Sex – Captaincy**

Clubs should have a documented non-discriminatory procedure in place for the nominations of the person to be proposed as Captain of the Club. Ideally a Committee of men and women deciding upon the candidate.

#### **Disability**

Clubs must ensure that they permit disabled people, who require the use of a buggy, to access the course when it is open to the able bodies. They should carry out reasonable adjustments to ensure this happens.

#### **Marriage & Civil Partnership**

If a club has married couple's competitions, they need to be aware that same sex couples must also be permitted to compete if these competitions.

**THIS IS A BRIEF OVERVIEW OF THE REQUIREMENTS OF THE EQUALITY ACT 2010**