# Chilwell Manor Golf Club Limited
# Equality, Diversity & Inclusion (EDI) Policy

## 1. Purpose
Chilwell Manor Golf Club Limited ("the Club") is committed to creating an environment where equality, diversity and inclusion (EDI) are embedded into everything we do. This policy sets out how we ensure fair treatment, equal opportunities, and a welcoming culture for members, staff, volunteers, visitors, contractors and guests.

## 2. Scope
This policy applies to all employees, directors, volunteers, members, visitors, guests and contractors. It covers behaviour on club premises, online, during events, competitions, training, or while representing the Club.

## 3. Legal Framework
This policy supports compliance with the Equality Act 2010, Human Rights Act 1998, Data Protection Act 2018/UK GDPR, and sports governance standards.

## 4. Definitions
Equality: Ensuring equal access to opportunities.

Diversity: Recognising and valuing differences.

Inclusion: Creating an environment where everyone can participate fully.

Harassment/Bullying: Unwanted conduct affecting dignity.

Reasonable Adjustments: Practical changes to remove barriers.

## 5. Our Commitments
We commit to fairness, equal opportunities, representation, accessibility, a safe environment, and EDI training for staff and volunteers.

## 6. Responsibilities
The Board leads EDI. The Managers implement it operationally. Employees and volunteers must uphold standards. Members must behave respectfully and report concerns. Contractors and visitors are expected to comply.

Equality, Diversity and Inclusion Policy
Updated April 2026
Peter Curzon

## 7. Recruitment & Selection

The Club ensures fair, transparent and unbiased recruitment using objective criteria and accessible processes.

## 8. Complaints & Reporting

Incidents of discrimination, harassment or bullying should be reported to the Club Manager, EDI Lead or through the Club grievance and disciplinary procedures. All complaints are handled confidentially.

## 9. Monitoring & Review

The policy will be reviewed annually. EDI data will be monitored in line with UK GDPR and progress reported to the Board.

## 10. Data Protection

Personal data is collected and processed lawfully in accordance with the Data Protection Act 2018 and UK GDPR.

## 11. Policy Communication

This policy will be published on the website, displayed in the clubhouse, and included in induction materials.

## 12. Approval

Approved by the Board of Directors. Review annually.