

Minchinhampton Golf Club Etiquette, Respect & Tolerance Policy

(Dignity and Respect)

1 Introduction

Minchinhampton Golf Club Limited (the Club) is committed to creating and maintaining an environment and culture in which all members, visitors and staff are free from:

- a. Inappropriate conduct by other members, visitors or staff (e.g. the use of abusive or strong language, disrespectful behaviour in the club house or on the course, use of social media to target others, use of sarcasm, spreading rumours, emotional torment such as ridicule and/or humiliation);
- b. Conduct that is unlawful (e.g. use of illegal substances on the Club's premises, racial taunts) unsporting (e.g. cheating) or other act of dishonesty;
- c. Conduct that fails to consider and value the feelings and views of others (this may include unwanted physical contact);
- d. Conduct that may make the person in receipt of the behaviours feel intimidated and/or vulnerable.

In essence any or all of these behaviours/conduct amounts to bullying.

People from different ethnic groups, with disabilities (physical or mental) and of different sexual orientation are more vulnerable to the above forms of abuse that amount to bullying, and they are more likely to be targeted because they are thought to be "different".

2 Definitions

For the purposes of this document the following terms have been defined:

- **Etiquette** These are set out in the Rules of Golf and Decisions on the Rules of Golf.

***The Spirit of the Game** – Golf is played, for the most part, without the supervision of a referee or umpire. The game relies on the integrity of the individual to show consideration for other players and to abide by the Rules. All players should conduct themselves in a disciplined manner, demonstrating courtesy and sportsmanship at all times, irrespective of how competitive they may be. This is the spirit of the game of golf.*

Source: The Rules of Golf (effective January 2016)

- **Respect** Politeness, Courtesy, Civility, show regard for; which requires considering and valuing the feelings and views of others, recognising that everyone is important and that our differences make each of us special;
- **Tolerance** open-mindedness, showing appreciation of others by acknowledging individual qualities and contributions.
- **Bullying** may be any behaviour which is perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually persistent. It may be linked to an abuse of power, leaving the targeted individual feeling vulnerable and defenceless.

3 Background

A person who is the subject of any of the behaviours described in the above Sections may find it difficult to report their concerns, because they believe things will get worse. They can feel ashamed, embarrassed, defenceless, isolated and vulnerable; which is what the person doing the behaviours relies on.

4 Minchinhampton Golf Club Limited (the Club)

The Club recognises its duty of care and responsibility to safeguard all its members from harm through the robust implementation of this Policy, its Safeguarding Policy and respective Codes of Conduct¹.

The Club is committed to stamping developing and maintaining an anti-bullying culture within the club houses and the golfing facilities, by recognising the rights of all members to participate in golfing and social activities on the premises without fear of criticism and/or adverse comments/behaviours being made against a member.

The Club is committed to not accepting or being perceived to condone bullying behaviour through establishing and maintaining arrangements that support the early identification of bullying, together with prompt and collective action to deal with bullying behaviour through the robust use of the Club's revised Complaints/Grievances and Disciplinary Procedures (2016).

The Club will make available the content of this Policy for all through the Members' website and Notice Boards within the Club.

¹ Codes of Conduct can be found under Appendix 2 of the Club's Safeguarding policy. There are Codes of Conduct for each of the following groups - Junior members, Parents, Adults and Staff.

5 Each member, staff member and visitor is expected to:

- Respect other people's rights to and needs for an environment where safety, security and freedom from abusive behaviors are available;
- Be prepared to comply with the requirements set out in this Policy;
- Respect the feelings and views of others;
- Show appreciation of others by acknowledging their individual qualities and contributions;
- Be committed to the early identification of bullying;
- Be committed to undertaking prompt action to deal with concerns regarding bullying, which will include prompt reporting of incidents²;
- Comply with the Club's Rules, Regulations, Policies and Procedures and Bye-Laws.

6 What to do if you are concerned?

The arrangements the club has in place for children and young people (i.e. Junior members) can be found within the Club's Safeguarding Policy (2016) and supporting documents, which is displayed on the relevant Notice Board in the Players' Entrance.

In the first instance, all concerns should be reported to the Club's designated person³ who will refer the matter to the relevant personnel for investigation. All reports will be dealt with sensitively, carefully and confidentially.

All reported incidents will be investigated objectively and independently by persons identified within the Club's Policy who have not been involved in any aspect of the reported incident.

All parties of an incident under investigation will be able to continue to access the facilities of the Club during the investigation and any subsequent procedures being actioned, subject to the individual(s) being suspended from using the Club's facilities and/or representing the Club as a neutral action whilst the investigation is taking place.

England Golf' Compliance Department's staff and National Helplines are all additional sources of support for people who are being bullied. The numbers of these organisations are included at the end of this document.

² Failure to take prompt action if concerned that bullying is occurring means that the person who fails to take action is actually condoning the bullying.

³ The Club's Designated person is set out in the Complaints/Grievance and Disciplinary Procedures. For the Old Course – The Administrator, for the New Courses – the Membership Secretary

Contacts

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This policy is effective from August 2017.