



Birch Grove Golf Club Rules & Policies

Amended 5th October 2023

Club Rules – applying to all members

1. Golf

1.1. CLUB COMPETITIONS

- 1.1.1. Competitions shall be held at such times, and under such conditions as the Committee and Owners shall determine. The minimum number of competitors required to constitute a golf competition shall normally be twelve. The fees collected for the competitions will be placed into the Club funds and prizes will be determined at the discretion of the Committee. The entrance fees to competitions collected will be used for expenditure authorised by the Committee for prizes and the general benefit of the Members.
- 1.1.2. The Owners are permitted to enter appropriate Club competitions.
- 1.1.3. The entry of Junior members into any competitions shall be governed by the rules imposed by the Club Committee or by England Golf
- 1.1.4. Club Competitions are arranged by the Committee who will determine the rules for each individual competition including which sections may be allowed entry to any competition. In general, members from one section may play in another section's competition if they are invited to do so by the Committee of the owning section.
- 1.1.5. The owners will determine when competitions will be played. The following guidelines are made:
 - a) Individual competitions or pairs competitions which are planned for members to arrange themselves (e.g., Don Campbell, Summer league etc) must be played on Mondays - Fridays (not weekends) and not on Bank Holidays or any other day which the owners may determine and advise
 - b) The Men's section will play competitions on Sunday morning
 - c) The Ladies section will play on Wednesday mornings
 - d) The Seniors section will play on Tuesday mornings
- 1.1.6. The Owners will determine if any change to these normal days of competition and provide notice of that change
- 1.1.7. Gold letter competitions (those which have names of annual winners mounted on boards in the Club house) will have qualifying criteria set by the relevant Committee
- 1.1.8. Section Championships rules for qualification will be set by the relevant Committee
- 1.1.9. Each section may invite guests to an organised guest day or for an inter club match on the sections designated competition day. If any inter club match is arranged for a day, other than the said designated day, a green fee is liable to be paid for each guest. The green fee may be at a reduced rate at the owner's discretion.
- 1.1.10. No Caddies are allowed for competitions unless approved by the Owners

- 1.1.11. Where competitions are officially abandoned a full refund of competition entry fees will be made at the discretion of the relevant committee
- 1.1.12. The decision to abandon any competition will be made by the relevant Committee members playing by consensus OR by the Owner in accordance with the policy for Risk from Storms or poor visibility. It will be signalled as detailed in that policy and that policy will apply.

1.2. RULES OF GOLF

The Rules of the Game of Golf shall be adopted from time to time by the Royal and Ancient Club of St. Andrews subject to any such local rules deemed necessary by the Owners in consultation with the Club Committee.

1.3. ETIQUETTE – Including USE OF MOBILE PHONES

- 1.3.1. The Etiquette of Golf as framed by the R & A is adopted by this Club and must be always observed.
- 1.3.2. Mobile phones should be placed on silent and should not be used for calls on the course or in the clubhouse, but they may be used for apps or other assistance where allowable by the rules of golf
- 1.3.3. Members should encourage good etiquette on the course and show a good example to visitors and guests particularly with the pace of play

1.4. GOLF EQUIPMENT

The Owners will not be responsible for the loss or damage of any golf equipment whilst on the premises. Golf equipment should not be left unattended anywhere on the course or in or around the clubhouse or car park

1.5. MEMBERSHIP DISC

All Members must display their Membership disc on their golf bag or trolley when playing on the course.

1.6. USE OF SCORING SYSTEMS

- 1.6.1. All Members are required to either personally complete or arrange for someone else to complete the following actions on the systems provided:
 - a Sign into the electronic club system for competitions or casual rounds before starting a round
 - b Record scores in the electronic club systems upon completion of a competition or casual round
 - c Place their card in the appropriate tray
 - d OR where the provide system does not work for any reason - members are responsible for submitting a valid card and placing it in the tray provided*Both actions a) and b) are required by the WHS and England Golf rules*

2. GENERAL RULES

2.1. SAFETY ON THE COURSE

Members, Guests and Visitors should take reasonable care on the course so as to not endanger

themselves or others on the course . The normal etiquette of golf will apply at all times and players should practice good etiquette to keep safe . In particular players should :

- Green Staff have PRIORITY on the Golf Course. Under no circumstances must any player play to a green if work is in progress in or around the green. Greenskeepers will stand aside when appropriate and signal that play can continue
- Players have a duty of care not to behave in such a way that others may be injured by their actions. Players must be certain that it is appropriate to play without endangering the staff or other players.
- On course signage must be adhered to at all times.
- Take care not to play any shot until other players are clear of the area into which the shot is intended to be played
- Clearly shout a warning if a shot is played towards other players – it is better to shout a warning which turns out not to be required than not to shout one when it is required

2.2. UNAUTHORISED NOTICES

No notice or document of any kind shall be placed on, or removed from, the notice boards on the walls of the Club Rooms or elsewhere in the Club Premises without the sanction of the Committee or Owners

2.3. MOTOR CARS CYCLES ETC

Motor cars cycles etc. must be left in the official car park adjacent to the Club House entirely at the owner's risk, the club will take no responsibility for any loss or damage.

2.4. CHILDREN

No children under the age of 12, under any circumstances, are allowed on the course, except under the immediate control of a responsible adult. No child under the age of 8 shall be allowed on the course at any time at weekends or public holidays, except at the discretion of and with the permission of, the Owners

2.5. MEALS / REFRESHMENTS / DRINKS

No food or drinks may be consumed in the clubhouse or on the veranda unless purchased on the premises.

2.6. VISITORS

The Owners shall have the right (without assigning any reason), to refuse any visitor permission to use the Course or clubhouse

2.7. DRESS CODE

Dress Code Rules as posted on the notice board must be observed by all Members and Visitors.

2.8. COURSE OPENING TIMES & CLOSURE

a) The course will be always open for members except:

- Between the official published Sunset time and the official Sunrise time throughout the year
 - Members should not tee off on the first hole until 0700 hours on any day (this is to enable the Greenskeepers to work on the course safely without interference particularly during the summer months)
 - At any time where official section competitions or matches are planned • At any time where the Owners close the course for Private events
- b) The course or parts of the course will be closed for members at the discretion of the Owners as follows:
- at any time as may be necessary for the protection of the course from weather or the effects of weather, extermination of vermin, special events or competitions or as instructed by the authorities or for any other reason which the Owners determine as reasonable.
 - Wherever possible the owners will provide notice or advice of closures by posting notices in the club house or by other means which will detail planned closures and what use may be made of the course during that period – if any.
 - Any refunds for temporary loss of the facilities will be determined by the Owners at their discretion and will not normally be made for short periods lasting a few days.
- c) Members may not play on the course before competitions on Sundays or on Tuesdays
- d) Members may not play on the course after 1600 hours on the day before Championship Day

3. POWER OF VETO

The Owners always have power of veto over all matters except where a decision or action is taken to comply with any relevant law

4. COMMUNICATIONS AND PUBLIC RELATIONS

The club will, from time to time, provide information to external parties on club activities and this information may include the names and images of members. If a member does not want their name or image used in the information provided, they should inform the Club Secretary in writing.

5. SOCIAL MEDIA POLICY

Members should use social media in a way which does not reflect upon the club in a negative way or in a way which does cause harassment or conflict with other members or organisations

6. USE OF CLUB FACILITIES

Members, Visitors or Guests should use the club facilities as directed and should take reasonable care of the facilities. In particular:

- Do not use the wash basins to clean Golf equipment
- Do not use the air powered cleaning machine to clean Golf trollies – unless the wheels are removed, and the cleaning machine tray is catching the debris
- Do not store wet or dirty golf equipment or clothing in lockers or the changing room

- No practising on the course – each player may only have one ball in play at any one time except where the rules of golf allow for a provisional ball(s) to be played
- Do not trespass on neighbouring gardens or fields

7. CLUB POLICIES

The club has policies and procedures which members are required to abide by and follow. Members should make themselves aware of these policies and procedures and act in accordance with them. These policies include:

- Disciplinary policy & Regulations
- Safeguarding of children and vulnerable adults Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Risk from Storms or poor visibility policy
- Social Media Policy
- Dress code



Birch Grove Golf Club Rules – Appendix A

Additional Rules for Men's section

1. Attendance

Once drawn on a Friday to play in a Sunday competition, if a member fails to turn up, no matter, for whatever reason, the member will be liable to pay for that competition except in the event where formal notice is given as to the reason for absence being unavoidable and such reason is accepted and approved by the Secretary. Members will not be permitted to take part in any further competitions until the outstanding entry fee has been paid

2. Entry sheets

All members of the Club Committee will have their names entered for Sunday competitions automatically if they so wish before the entry list is posted

3. Gold Letter Qualification

The qualifying criteria for gold letter competitions are that members must have played in THREE qualifying competitions before they are able to enter and win a gold letter competition

4. Club Championship qualification

The qualifying criteria for the Club Champion competitions are that members must have played in THREE qualifying competitions before they are able to enter the Club Championship AND the maximum number of participants is limited to 50 plus the current champion which are selected in handicap order

5. Tee time adherence

- a. Members must adhere to rule 6-3a regarding tee times and penalties will be applied as directed in the rules of Golf

6. Competition Prize giving

- a. All members who qualify for and who pay the entry fee for competitions will be equally eligible for prizes in the order or competition element as defined by the sponsors or club

- b. Members may only receive prizes according to the criteria set by the Committee – These currently are:
- i. For medals – members do not have to be present at the prize giving event but may receive their prize later.
 - ii. For Sponsored * competitions :
 - i Members must be present at the prize giving event to receive a prize from the sponsor.
 - ii The club will arrange to publish a leader board on-line (currently via the Howdidldo website) and members should check with the Leader board published on line (Howdidldo) and make their own decision on whether or not to return to collect a prize . In order to collect a prize that member must be in or at the club house by 2.15 pm
 - iii In any event , no calls will be made to winners of subsidiary prizes (nearest the pin, longest drive , nearest the sponsors , best back , best front etc) and winners must be in or at the club house by 2.15pm . Members who do not intend to be present at the prize giving must not place their name on markers.
 - iv Where it is known that the leader board is NOT published on line (for any reason) then calls will be made to prize winners of the score cards but NOT subsidiary prizes . When submitting score cards , if members do not plan to be at the prize giving, they may mark the back of their scorecard with a contact number to allow the Secretary to contact them to return to collect their prize in the event that the competition leader board is not published on-line .
 - v For Shotgun start competitions prizes will be given as soon as possible after the competition ends and NO calls will be made

[* meaning Sponsored by individuals OR the club]
 - iii. Members should be aware that attendance for a prize must be within 15 minutes of any call made .
 - iv. Where a prize winner is not in attendance, at the direction of the sponsor prizes may be awarded to the next placed members.
 - v. For team events – at least 50% of the participating team must be in attendance for prizes to be presented. Where the prize winner(s) are not in attendance prizes will be awarded to the next placed members
 - vi. Any member receiving a prize must meet the requirements of the club dress code at the time of receiving the prize
- c. The above criteria are set by the Club Committee which incorporates the men's section and may be amended by the Club Committee

7. Use of appropriate tees

White tees may only be used for Competition play



Birch Grove Golf Club Rules – Appendix B

To be confirmed by the ladies section

Additional Rules for Ladies section

1. Attendance

TBA

2. Entry sheets

TBA

3. Club Championship qualification

TBA

4. Tee time adherence

a. TBA

5. Competition Prize giving

TBA



Birch Grove Golf Club Rules – Appendix C

To be confirmed by the Seniors section

Additional Rules for Seniors section

1. Eligibility

To qualify as an eligible member of the senior's section who is entitled to vote at any AGM or EGM an individual will have played at least six section competitions prior to that AGM or EGM in the year prior to that meeting

2. Attendance & starting times

- a) Once allocated a starting time to play in a Tuesday competition, if a member fails to cancel or give notice or fails to advise the starter the member will be liable to pay for that competition. Members will be excluded from competitions until that entry fee has been paid. In the event of a dispute the Committee will decide what action to take.
- b) Members must play in the starting order published unless a change has been made by the starter. The starter will be empowered at their discretion to make changes to the starting list to accommodate or facilitate members in exceptional circumstances or to improve the speed of play.
- c) Members who withdraw from competitions after publication of the start list may re-join the competition but will normally be placed in the original group they were placed .

3. Seniors Championship qualification

The qualifying criteria for the Seniors Champion competitions are that members must have played in any SIX seniors competitions before they are able to enter the Seniors Championship AND the maximum number of participants is limited to 50 plus the current champion which are selected in handicap order

4 Eligibility to play within Seniors competitions

No person will be allowed to play within a senior's competition for the purposes of submitting a handicap card unless they would qualify to be a senior (55 or over)



Birch Grove Golf Club Rules – Appendix D

Additional Rules for Juniors section

1. Competitions planning

There are no competitions currently planned for Juniors, but All competitions will be planned to meet the requirements of the safeguarding policies and procedures

RULES & POLICY REVISIONS (to be listed here)

Revision No	Revision detail	Date passed by Committee /Owners / AGM	Date from which Revision applies
001	<ul style="list-style-type: none"> • EDI Policy added * Visibility rules amended • Seniors Championship and eligibility rules amended • Safety rules amended • Social Media policy amended • Disciplinary policy added * • * required by England Golf 	17 th July 2023	29 th July 2023
002	Templated England Golf disciplinary regulations referenced and policy amended	5 th October 2023	
003	Disciplinary regulations amended to meet England Golf requirements	1 st August 2024	TBA



Birch Grove Golf Club HEALTH AND SAFETY POLICY STATEMENT

Birch Grove Golf Club is committed to pursuing its health and safety responsibilities to continually improve the working environment for its employees, contractor and those people who come into contact with the products and services that it provides.

Birch Grove Golf Club will ensure that all relevant health and safety legislation is implemented within the business and that all employees and people affected by its activities are made aware of the implication on them and the business.

Birch Grove Golf Club will use risk assessment as the primary mechanism to manage health and safety risks within the business.

Birch Grove Golf Club will provide all employees with the appropriate training, information, and instruction to undertake their work activities safely and develop systems and procedures so that a consistent approach can be applied to all that it does.

Birch Grove Golf Club will provide regular health and safety briefing to employees and people affected by its activities regarding changes which directly affect the operation of the business.

Birch Grove Golf Club will operate an open-door policy and welcome the input and comments of its employees, members, and those people affected by its activities, on all matters concerning health and safety. All matters raised will be dealt with promptly and effectively. In the first instance, please direct any queries to the Owners

Through these commitments, Birch Grove Golf Club will provide an environment that is safe, where the evaluation of risks forms an integral part of the management decision-making process to ensure that the level of risk to employees and people affected by activities are maintained as low as is reasonably practicable.

Birch Grove Golf Club wishes to promote Golf in a safe and comfortable environment and members and visitors and Guests should take care of themselves and others whilst on the course and premises and should not engage in any activity which risks the health, Safety or Welfare of any other person. Where risks exist it is expected that Members Visitors and Guests will use reasonable judgement and common sense to determine what course of action to take to protect themselves and others and if that is not possible to contact the club immediately to receive advice on what to do and for that risk to be minimised for others.



BIRCH GROVE GOLF CLUB EQUALITY, DIVERSITY & INCLUSION POLICY 2023

1. STATEMENT OF INTENT

- 1.1 Birch Grove Golf Club ('The Club') shares the belief of England Golf and [insert name of relevant county union & association or merged body] 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 Committee, Members, staff 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:

- Disciplinary Regulations which may be used to deal with alleged breaches of this policy.
- Safeguarding Children and Young People Policy, and Safeguarding Adults Policy, which will be followed in respect of any matters which give rise to a safeguarding concern.
- Code of Conduct which set out the standards of behaviour and conduct expected from members, those who are attending Club events, or representing, working for or otherwise engaging with the Club in some capacity.
- 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. • Social Media Policy

4. POLICY IMPLEMENTATION

A. WHAT WE WILL DO

1. Promote fairness, equality, diversity and respect for everyone working, volunteering or participating in the sport of golf or otherwise engaging with the Club.
2. Ensure that all competitions, events and activities are 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).

3. 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.
4. Where practical we will 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
5. Provide appropriate training and support to staff, volunteers, officials and others.
6. Make reasonable adjustments for those with a disability.
7. Publish this policy on the Club website.

B. WHAT WE WON'T DO

1. Discriminate against anyone, either directly or indirectly, on the basis of a Protected Characteristic.
2. Subject anyone to less favourable treatment on the basis of them doing a Protected Act (victimisation).
3. 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 the Club Secretary OR Owners 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 a concern that relates to this policy we will ask the Club Secretary or Owners to consider the matter initially. They will consider the appropriate next steps, which may include the following:
 - a. seeking further information in relation matters raised
 - b. seeking guidance from England Golf or any other appropriate body or organisation
 - c. referring the matter to another body or organisation
 - d. dealing with the matter informally
 - e. 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"**. The **"Protected Characteristics"** are listed in section 4 of the Act:

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

- Sexual Orientation

Direct Discrimination

Direct Discrimination is defined at section 13(1) of the Equality Act 2010: "A person (A) discriminates against another (B) if, because of a protected characteristic, A treats B less favourably than A treats or would treat others."

For example, if an action or decision is taken by a club which treats females less favourably than males, this would be considered direct discrimination on the grounds of sex, which is a protected characteristic.

Indirect Discrimination

Indirect Discrimination is defined at section 19(1) of the Equality Act 2010: "A person (A) discriminates against another (B) if A applies to B a provision, criterion or practice which is discriminatory in relation to a relevant protected characteristic of B's."

Indirect discrimination occurs where less favourable treatment is not the main effect or objective of an action or decision.

The nature of indirect discrimination is that the discriminatory effect can be an unexpected or unforeseen effect of a good faith decision. Complaints of indirect discrimination should be considered carefully and objectively, and not dismissed out of hand purely because the effect was not an expected or intentional one.

If, for example, a club has a rule or practice that certain competitions are only played on Saturdays, this would prevent members with certain religious beliefs from taking part in the competition. Although it may not have been the intention of the golf club, the effect is the less favourable treatment of members on the grounds of religion or belief, which is a protected characteristic. This is indirect discrimination.

Actions and Intentions

An action or decision can still be considered discriminatory even if the less favourable treatment is unintentional. It may not always be obvious to the perpetrator that their actions are discriminatory. Indirect discrimination is often unintentional, but it is not a defence to an allegation of discrimination to say that the perpetrator did not mean to discriminate against a person or group.

Discrimination can arise out of actions and decisions but can also arise out of omissions and failure to take actions or decisions.

Reasonable Adjustments

Everybody 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.

The duty is to make *reasonable* adjustments. It is not unreasonable for adjustments to cost time, money, or other resources. However, an adjustment may not be reasonable if the cost is disproportionately high or making the adjustment would be unfeasible. The resources required to make an adjustment are an important factor to be considered in deciding whether an adjustment is reasonable.

Positive Action

It can be lawful to make decisions that discriminate on the basis of a Protected Characteristic in very limited and exceptional circumstances, if the discrimination is a 'Positive Action' taken in order to address an underrepresented group or Protected Characteristic. Positive Actions must be reasonable, justifiable, and clearly linked to a legitimate aim. Where a club decides to take Positive Action in respect of an underrepresented group, it should carefully record its decision making and the evidence it has considered, and review the practice regularly to ensure that the Positive Action does not continue for longer than reasonably necessary.

Examples

In a golfing context, some examples of discrimination might include:

- Not allowing the use of golf buggies, as this increases the cost of maintaining the course. Permitting the use of golf buggies may be a reasonable adjustment, and the increased course maintenance costs are a factor to be assessed in deciding whether or not the adjustment is reasonable. (*note: Birch Grove GC does restrict the use of buggies on the grounds of Safety from time to time when conditions on the course dictate – this is NOT unlawful discrimination*)
- Restricting the number of tee times available to women during peak hours at a golf course. Whilst it may be permissible to limit access to the course at certain times, for example to allow a competition to be played, a club will need to be certain that it is providing equal opportunity to access the course for various groups.
- Not allowing competitions to be played on alternate days to accommodate for certain religious beliefs.

B. Harassment

Harassment is defined in section 26(1) of the Equality Act 2010. Harassment occurs where a person engages in unwanted conduct related to a Protected Characteristic (outlined in the Equality Act 2010), which has the purpose of either:

- Violating the other person's dignity; or
- Creates an intimidating, hostile, degrading, humiliating or offensive environment for the other person.

In determining whether conduct amounts to harassment, regard is had to:

- The perception of the victim
- Whether it is reasonable for the conduct to have the perceived effect
- The wider circumstances of the matter.

Sexual Harassment

Sexual harassment occurs where a person engages in unwanted conduct of a sexual nature, and the conduct has the purpose or effects outlined above.

One Off Incidents

A single, isolated, or one-off incident can still amount to harassment. The key consideration is the purpose or effect of the conduct.

Protection from Harassment Act 1997

Harassment can still occur even if it is not based on a Protected Characteristic. The Protection from Harassment Act 1997 made it a civil, and sometimes a criminal, offence to carry out a course of conduct that amounts to harassment.

Examples

In a golfing context, some examples of unlawful harassment might include:

- Employees making unwanted or inappropriate contact with colleagues at a golf club or facility.
- Targeting disabled golfers using buggies and demanding to see proof of a disability where this is not required by the terms of a competition, for example.
- Disproportionate and public criticism or sanctioning of an individual's behaviour by an organisation for irrelevant or personal reasons. A clear disciplinary procedure will help to ensure that those facing disciplinary action at a club are treated fairly.

C. Victimisation

Victimisation is defined in section 27(1) of the Equality Act 2010.

Victimisation occurs where a person suffers a detriment because they do a protected act or are believed to have done a protected act.

Protected Act

A protected act includes making a complaint (whether in writing or not, formally or informally) or bringing legal proceedings under the Equality Act 2010 in relation to discrimination, harassment, bullying, or any other issue related to equality, diversity or Protected Characteristics.

Detriment

A detriment can be any less favourable treatment, including direct acts such as suspensions, fines, sanctions, and verbal and physical aggression.

It is not necessary to show that somebody is being treated less favourably than somebody else who did not do a protected act, only that they have been subject to a detriment because of a protected act.

Examples

In a golfing context, some examples of unlawful victimisation include:

- Initiating disciplinary proceedings against a person as a result of making a complaint about discrimination or harassment.
- Ignoring a person's valid input into the management of a club or county after that person has made a complaint.
De-selecting a player from a squad or team because that person has made a complaint.

8. Further guidance and support

You can find further information from the following sources:

- [England Golf ED&I pages on website]
- [link to England Golf Equality Guidance]
- [<https://equalityhumanrights.com/en>]



Birch Grove Golf Club

Risk from Storms or Poor visibility Policy

[Amended June 2023]

Birch Grove Golf Club consider the safety of its Members and Guests the top priority during inclement weather. If it is decided that it is unsafe to continue to play golf as a storm approaches either by an Owner, a Club House staff member, Green Staff, or a committee member. The Clubhouse staff will sound an Air Horn to call all golfers off the course and into the clubhouse. If play is to be suspended, One long blast of the Air Horn will be sounded and players should mark their ball and leave the course. If play is to be stopped three short blasts will be sounded.

If there is a risk of lightning or High Winds play MUST be discontinued. BIRCH GROVE GOLF CLUB OWNERS are not responsible for the safety of any golfer on the course if the Air Horn has been sounded. It is your responsibility to remove yourself from any situation that you believe may cause you harm.

If you see lightning, experience high Winds or poor visibility or hear the Air Horn (three short blasts) the following will apply:

- Proceed immediately to the clubhouse. This is the safest place on the course.
- Do not continue to play golf and do not seek shelter under trees. Trees do not protect you from lightning or High Winds
- During competitions, if there is a lightning or High Winds risk, play will be suspended, and players must leave the course.
- Where play is automatically suspended on the sound of the Air Horn, a player may not override the Policy decision to evacuate the course.
- Players should stop play and leave the course any time they believe lightning or High Winds threaten them or they are unable to safely play a shot due to visibility even if the Air Horn has not been sounded OR they do not hear the Air Horn

Although the Club will take every precaution to ensure the safety of players during a storm, it is a player's own responsibility to discontinue play when in his/her opinion lightning, High Winds or visibility are a threat. It is not always possible to monitor conditions on the entire course OR to be sure a warning is heard on every part of the course and players have a duty of care to themselves.

General - We require that all members adhere to this policy. Failure to do so is at your own risk and BIRCH GROVE GOLF CLUB OWNERS accepts no liability for any Member or Guest who fails to co-operate with any decision to suspend play and close the course.

Particular rules on poor visibility are :

1. Player responsibility – Poor Visibility

- The decision regarding play when visibility is poor, first and foremost, lies with the individual golfer, as they are potentially putting others at risk by playing a shot
- Wherever a golfer is on the course, they must assess whether they can see the clear distance of their intended shot; whether it is safe to play.
- **If the clear distance of their intended shot cannot be seen, the player must not play.**
- Golfers may wait to see if conditions improve. If visibility does not improve, golfers must cancel their round and their participation in competition, citing dangerous playing conditions as the reason.

2. Tee or course closures

- If it is noticed that visibility from the clubhouse across the course, **in any direction**, is below 150 yards, then the course is closed and golfers are prohibited from venturing onto the course until the course is reopened. The "Course closed" sign will be displayed on the approach to the first tee from the clubhouse.
- Responsibility for this decision is to be taken by the most senior member of staff or committee present at the time BUT members must note that the course is NOT staffed at all times and should make their own decision whether or not is safe to proceed
- Members must abide by the decision made

3. Suspension of competition

R&A rules of golf - rule 6E clause 2.

"Visibility

It is recommended that, if landing areas are no longer visible to players (for example, due to fog or darkness), play should be suspended. Similarly, if players are unable to read the line of play on a putting green due to a lack of visibility, play should be suspended."

- In the event of a club competition, rule 6E(2) will be triggered by the designated Competition Secretary, based on the actions of individual golfers, as per clause 1 or suspension of play as per clause 2 above.
- Once a significant number of participating golfers have decided that it is no longer safe to continue and start to come in off the course, the competition may be suspended or abandoned on the grounds that the course is deemed unplayable.
- This decision is taken by the designated competition secretary, based on the consensus and actions of a number of the participants.

4. Individual golfers in competition

Should, in accordance with clause 1 above, an individual player decides to stop playing on the grounds that they are concerned that they may be endangering other golfers, then the competition committee can allow this without cancelling the competition, provided they are content that the individual did so out of genuine and appropriate concern for the safety of others or themselves

If, because of poor visibility, a player refuses to start at the time arranged by the competition committee or picks up during the round and the competition committee later cancels that round, the player gets no penalty as all penalties in a cancelled/ abandoned round are cancelled.



Your responsibilities in poor visibility, e.g. FOG or DARKNESS:

- Do not continue to play in poor visibility, when you cannot see the clear distance of your intended shot.
- You will be putting others in danger.





Birch Grove Golf Club

SOCIAL MEDIA POLICY

INTRODUCTION

Birch Grove Golf Club is supportive of the use of social media to enhance communication with and between members and potential members

For this policy, social media is any type of interactive online media that allows parties to communicate with each other or to share data in a public forum. Social media also covers blogs, social forums, video, and image sharing websites and messaging platforms.

GUIDELINES FOR USE

We encourage members to use social media sites and share club related content within their personal social networks. Members may like to comment or express their personal thoughts on posts on all social media sites but are asked to adhere to the following guidelines for use.

When associating yourself with Birch Grove Golf Club social media sites you may not:

- Post images or comments that may compromise the professionalism and reputation of the club
- Use hostile or defamatory language
- **Make complaints without first following the agreed procedure**
- Disclose private or confidential information about the club, its members, guests, suppliers, or employees
- **Pass judgement on members , officials , other golf clubs or associations**
- Make any comments about the Club's employees that could constitute unlawful discrimination, harassment or bullying contrary to the Equality Act 2010
- When a member discloses that they are attached to BGGC they must ensure that views expressed are theirs alone and do not represent the views of BGGC

The club maintains the right to monitor club related member activity in social networks and reserves the right to seek to remove any information does not comply with the above conditions of use.

HARRASSMENT, BULLYING OR VICTIMISATION

Please show respect to the online community and members conducting yourself in a professional manner and respecting the views and opinions of others. If you are a member who believes that you are being harassed, bullied, or victimised because of another member's post to an internet site, it is open to you to take the necessary action. We recommend that you take screen prints of any such posts as evidence in case they are later deleted. Members should contact a committee member for support and guidance on action that can be taken.

DISCIPLINARY ACTION

If the Committee receives a written complaint that any member is using a social media site in an inappropriate manner, to the detriment of the club or another member, the Disciplinary Policy will be followed.



Birch Grove Golf Club

DISCIPLINARY POLICY

Birch Grove Golf club has a set of disciplinary regulations . These regulations are in place to fairly manage disciplinary cases . The regulations include detail on :

- Definitions used
- Who is bound by the regulations
- Who has jurisdiction over disciplinary matters
- How to raise a complaint
- How disciplinary matters are handled – considering the complaint , arranging hearings , evidence , witnesses , the process itself and how it is communicated
- Decisions and sanctions – including the Owners involvement in this
- Matters involving Young persons or vulnerable adults
- Appeals processes
- A typical templated standard process

For a copy of the Disciplinary regulations please contact the Secretary or check the notice board in the Club house



Birch Grove Golf Club

Dress Code / Code of Conduct

We have a fairly relaxed dress code and code of conduct for the course , practice areas and the Clubhouse
 We ask that all members and visitors comply with our dress code and conduct themselves as follows :

On the Course & practice areas

Appropriate	Inappropriate
<ul style="list-style-type: none"> Shirts must ideally be designed for Golf but collared polo shirts are acceptable 	<ul style="list-style-type: none"> No football shirts or tee shirts No offensive logos or wording printed on clothing
<ul style="list-style-type: none"> Full length Trousers Tailored shorts Golf Skirts or Skorts 	<ul style="list-style-type: none"> No swim shorts or beach wear No pocketed combat trousers or combat shorts No Jeans
<ul style="list-style-type: none"> Shoes – must be designed for Golf or trainers 	<ul style="list-style-type: none"> No studded or heeled footwear (unless designed for golf)
<ul style="list-style-type: none"> Mobile phones – for use as golf aids (Apps) or emergencies 	<ul style="list-style-type: none"> Mobile phones – for taking or making calls (except in an emergency)
<ul style="list-style-type: none"> Please repair your divots Please rake bunkers Shout “FORE” to warn other players if you hit a wayward shot Keep up with the group in front Allow others through if you can Follow the club rules and policies 	<ul style="list-style-type: none"> Do not take trollies or buggies onto tees or greens Do not play a shot towards other players if you risk hitting them Be aware of other players on the course – don’t endanger anyone else Do not trespass on neighbouring land Inappropriate behaviour or language

In the club house

Appropriate	Inappropriate
<ul style="list-style-type: none"> Golf wear (unless wet or very dirty) Smart , clean casual wear Tailored shorts 	<ul style="list-style-type: none"> No football shirts or tee shirts No offensive logos or wording printed on clothing No wet weather clothing No caps or hats (unless part of formal attire)
<ul style="list-style-type: none"> Jeans are ok but should not be unfashionably ripped or torn 	<ul style="list-style-type: none"> No swim shorts or beach wear No combat trousers / shorts
<ul style="list-style-type: none"> Footwear required (no bare feet or socks) 	<ul style="list-style-type: none"> Golf shoes (even if cleaned) Dirty , Muddy boots or shoes
<ul style="list-style-type: none"> Mobile phones – for texting and internet access 	<ul style="list-style-type: none"> Mobile phones – for taking or making calls (please step outside to make calls)
<ul style="list-style-type: none"> Follow the Club rules and policies 	<ul style="list-style-type: none"> No inappropriate behaviour or language