

## **THE ENGLISH GOLF UNION LTD EQUITY AND EQUAL OPPORTUNITIES POLICY**

### **PURPOSE**

The English Golf Union Ltd (EGU) recognises the importance of affording equal opportunity and equal treatment to all present and potential employees and members and is committed to challenging discrimination in golf in England.

This policy should be read in conjunction with the England Golf Partnership (EGP) Generic Equity Statement, which has been adopted and is promoted by the EGU.

### **AIMS**

The EGU Equity and Equal Opportunities Policy aims to ensure that:

- All people, irrespective of their age, gender, ability, race, religious or political beliefs, ethnic origin, colour, social status, or sexual orientation have a genuine and equal opportunity to participate in golf at relevant levels and in all roles, whether as a spectator, official, or player
- No-one wishing to work for or on behalf of the EGU, or participating in the activities of the EGU receives less favourable treatment in the grounds outlined above and in the EGP Generic Equity Statement
- The format and content of all competitions, regulations and activities strive to provide equality and equal opportunities for all, except where specific situations and conditions prevent this (See exemptions)
- All material prepared, produced and distributed by, or on behalf of the EGU promote a clear image of diversity within the sport of golf

### **COMMITMENT TO ACTION**

The EGU will seek to promote the concepts of equity, equality and equal opportunities by:

- Producing, reviewing and maintaining an equity action plan to ensure that the aims and intentions of the EGU Equity and Equal Opportunities Policy and the EGP Generic Equity Statement are delivered throughout golf
- Monitoring and reviewing practices, procedures and data relating to the operation of competitions, schemes and initiatives to ensure the equity aims are incorporated into the business of the EGU.
- Review existing rules and regulations to ensure the principles of equality of opportunity and equity are implemented
- Increasing collaboration between the EGU and other organisations to ensure fair and consistent treatment for all those in golf
- Promoting the EGU Equity and Equal Opportunities Policy to affiliated County Unions and affiliated clubs and encouraging them to support and follow the policy.
- Providing appropriate training and support to all paid officers, members of the EGU Ltd Board of Directors, the representatives of the Voting Members and other key volunteers to raise awareness of both the collective and individual responsibilities

### **DISCRIMINATION, HARASSMENT AND VICTIMISATION**

The EGU regards discrimination, harassment or victimisation as serious misconduct and any employee, volunteer, or member who discriminates against, harasses or victimises any other person will be liable to action in accordance with the EGU Disciplinary Procedures.

Acts of discrimination and harassment are unlawful. In addition or as an alternative to EGU disciplinary action, civil or criminal proceedings may be taken against perpetrators of such acts.

### **RESPONSIBILITIES AND IMPLEMENTATION**

- The EGU Ltd Board of Directors is responsible for ensuring this policy is followed, and for dealing with any allegations of breaches.
- The Chief Executive Officer has responsibility for the implementation of the policy and achieving the aims of the Equity Action Plan
- The Compliance Manager has responsibility for drafting, monitoring and implementing the Equity Action Plan
- All paid officers, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy
- A copy of this document is available to all paid officers, members and volunteers of the EGU and it will be covered in staff and volunteer induction
- The EGU will take measures to ensure that its employment practices are non-discriminatory
- No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination
- The policy will be available on the EGU website

### **EXEMPTIONS**

The EGU reserves the right to limit competitions to specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition.

### **MONITORING AND EVALUATION**

- This policy will apply for a period of 3 years, at which time it will be reviewed and a revised policy adopted by the EGU Board of Directors. Any interim amendments will be made as necessary.
- The Chief Executive Officer and the Compliance Manager will review the Equity Action Plan on a quarterly basis, to establish progress against aims and ensure the Plan remains appropriate and effective

### **DISCIPLINARY AND GRIEVANCE PROCEDURES**

To safeguard individual rights under the policy, a paid officer, volunteer or member who believes that he/ she has suffered inequitable treatment within the scope of the policy may raise the matter through the EGU grievance procedure by writing to the Chief Executive Officer at the National Golf Centre, The Broadway, Woodhall Spa, Lincolnshire LN10 6PU.

No member, volunteer or paid officer will be penalised for raising any grievance unless it is untrue, and not made in good faith

Appropriate disciplinary action will be taken against any paid officer, volunteer, or member who violates the policy