

## ENGLAND GOLF EQUALITY & DIVERSITY POLICY

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

### 1. STATEMENT OF INTENT

Through this Policy England Golf will;

- Lead the development of golf in ways which welcome differences and are accepting of diversity, equality and inclusion.
- Be recognised as a leader on equality issues.
- Recognise the importance of affording equal opportunity and equal treatment and be committed to challenging discrimination in golf in England.

England Golf is committed to working towards achieving the highest levels within the UK Equality Standard.

England Golf is dedicated to embedding the ethos of this policy within the culture and running of the organisation.

England Golf considers that everyone should play their part in making golf inclusive and aims to ensure that all people, irrespective of their background, ability or Protected Characteristics, have a genuine and equal opportunity to participate in golf at all levels and in all roles.

England Golf will embed these values within all areas of its work nationally and it is expected that all affiliated clubs, member counties, participants, contractors, players, parents, coaches, officials and volunteers who work on behalf of, represent or participate in England Golf events will adhere to the principles of this Policy.

England Golf in its relationships with its affiliated clubs, member counties, participants, contractors, players, parents, coaches, officials and volunteers and in the provision of its services, will not disadvantage any individual by imposing any conditions or requirements which cannot be justified.

In pursuance of this Policy, England Golf may take special measures or positive action in favour of any group which is currently under-represented through participation, club membership or member counties. Any positive action will be carried out in accordance with the law and not to the detriment of any other group.

England Golf is also committed to supporting the rights and interests of those who it employs and details of its commitment to equality matters relating to its staff are set out in the England Golf Staff Handbook.

This policy will be reviewed every 3 years by the Board. The Policy may be amended by the Board at any time and at its sole discretion and such amendments shall be effective from the date stated.

## 2. LEGAL REQUIREMENTS

The commitments of England Golf, outlined within this Policy are in line with the Equality Act 2010, Rehabilitation of Offenders Act 1974, Protection from Harassment Act 1997, the Employment Act 2002, Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 and the Human Rights Act 1998.

The Equality Act 2010 provides protection from discrimination in relation to certain "Protected Characteristics", namely:

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

### EXPLANATION

Discrimination can take many guises including verbal, physical, and online conduct. It may not always be obvious to the perpetrator or intended and therefore it is necessary for people to be aware of the different types of discrimination and the impact their actions have on others.

1. Direct discrimination is where someone is treated less favourably than another person because of a Protected Characteristic. This could take the form of discrimination by association where direct discrimination is against someone because they are associated with another person who possesses a Protected Characteristic or discrimination by perception where direct discrimination is against someone because the other person thinks they possess a particular Protected Characteristic.
2. Indirect Discrimination occurs where the effect of certain provisions, criteria or practices ("PCPs") imposed by an organisation has an adverse impact disproportionately on a certain group and cannot be justified. Indirect discrimination generally occurs when a PCP, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group the PCP is to their disadvantage and it cannot be justified on other grounds.
3. In relation to the Protected Characteristic of disability, unfavourable treatment which is because of something arising in consequence of someone's disability (e.g. the inability to carry out certain tasks) is also unlawful unless it can be appropriately justified.
4. Harassment includes sexual harassment and other unwanted conduct related to a Protected Characteristic which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the individual. In determining whether conduct can reasonably be considered as having such effect, the perception of the complainant will be taken into account. People can complain of behaviour they find offensive even if it is not directed at them.

5. Victimisation is where someone is treated unfavourably because they are known, or suspected to have done, or intend to do, one of certain protected acts, such as bringing discrimination proceedings, making related allegations or giving evidence in relation such things.
6. We consider bullying to include behaviour which is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, denigrate or injure and can include references or inferences relating to Protected Characteristics.

### **3. POLICY IMPLEMENTATION**

England Golf will;

- 3.1 Be responsible for advocating equality in golf and will proactively encourage the involvement of all people regardless of background, ability or any of the Protected Characteristics.
- 3.2 Be responsible for the promotion of the Policy to affiliated clubs, member counties, participants, contractors, players, parents, coaches, officials and volunteers.
- 3.3 Produce, review and maintain an Equality & Diversity Action Plan from 2014 to 2017 to ensure that the aims and intentions of the Policy are delivered throughout England Golf.
- 3.4 Ensure all Tournaments and activities administered by England Golf are carried out in a fair and equitable way (except where specific situations and conditions prevent this – for example, England Golf reserves the right to limit competitions to specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition).
- 3.5 Monitor and review all England Golf policies and procedures to ensure they are promoting equality and diversity.
- 3.6 Ensure all material prepared, produced and distributed by, or on behalf of England Golf promotes a clear image of diversity within the sport of golf.
- 3.7 Increase collaboration with partners and other appropriate organisations, as detailed within the Equality & Diversity Action Plan to ensure fair and consistent treatment for all those in golf and promote opportunities within the game.
- 3.8 Monitor the diversity of its participants, players and volunteers, to best understand the diversity that exists within England Golf and the requirements and needs of individuals. Trends will be mapped over time, highlighting priority areas and progress. All monitoring undertaken by England Golf will be held in accordance with England Golf's Data Protection Policy and the Data Protection Act 1998.
- 3.9 Provide appropriate training and support to all contractors, officials and volunteers to raise awareness of both the collective and individual responsibilities.

- 3.10 Be responsible for dealing with any allegations of breaches of this policy through the England Golf Disciplinary Regulations – see below.
- 3.11 Publish the policy on the England Golf website.

#### **4. COMPLIANCE**

England Golf takes seriously, all claims of inappropriate behaviour, bullying, harassment, victimisation and /or discrimination, whether direct or indirect by a contractor, player, parent, coach, official or volunteer who works on behalf of, represents or engages with England Golf and who displays any behaviour which is contrary to this Policy or its intent will be subjected to the England Golf Disciplinary Regulations.

As a general rule, disciplinary matters shall be dealt with at their most local level, therefore Club and County disciplinary matters shall be dealt with at a Club or County level – see the England Golf Disciplinary Regulations.

An individual may raise a complaint and no contractor, player, parent, coach, official or volunteer will be penalised for doing so unless it is without foundation and not made in good faith.

Notice of complaints which fall under the scope of the Policy may be raised as per regulation 5 of the England Golf Disciplinary Regulations through the Compliance Department, England Golf, the National Golf Centre, The Broadway, Woodhall Spa, Lincolnshire, LN10 6PU or by emailing [compliance@englandgolf.org](mailto:compliance@englandgolf.org)