



Growing The Game

## **ENGLAND GOLF PARTNERSHIP**

### **GENERIC EQUITY STATEMENT**

#### **PURPOSE**

England Golf (EG), The Professional Golfers' Association (PGA) and the Golf Foundation recognise that certain sections of the community may experience discrimination in golf and therefore may be prevented from participating fully and equally in either the administration or playing of sport.

The organisations working through the England Golf Partnership (EGP) are jointly committed to challenging discrimination within golf in England, to enable those who wish to be involved in the sport to do so in whatever capacity or at whatever level they choose and is appropriate.

#### **STATEMENT**

The organisations working through the EGP are jointly fully committed to supporting the principle and practice of equality of opportunity. No participant, volunteer, job applicant or employee should receive less favourable treatment on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief, sexual orientation or gender reassignment or should be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.

The organisations working through the EGP are also committed to promoting equal access to golf and its facilities for all potential participants, by identifying potential barriers to involvement and implementing best practice policies and procedures to overcome such barriers.

#### **COMMITMENT TO ACTION**

The individual organisations working through the EGP will take all reasonable actions to:

- Ensure that no individual or group will be discriminated against in their pursuit of inclusion into the game of golf or its administration for any personal characteristic other than those necessary for the proper performance of the work involved or the membership applied for.
- Produce and maintain an action plan for the EGP and each organisation to ensure that the intent articulated in this statement is delivered through the policies, procedures and practices of each organisation.
- Consider the use of appropriate action to tackle under-representation where it has been identified.
- Publicise the adherence of the bodies to the principles of equity, equality and equality of opportunity and encourage member clubs and individuals to adopt and implement their own equity policies.
- Have policies and procedures to prevent unfair treatment, discrimination (whether direct or indirect), harassment or victimisation of its employees, members or volunteers.

- Provide support to and training opportunities for staff and volunteers to foster a greater understanding of equity issues

The EGP will take action to continually improve systems and learn lessons from breaches of policy and procedures.

## **LEGAL REQUIREMENTS**

The organisations working through the EGP are required by law not to discriminate against their employees and recognise their legal obligations under the 2010 Equality Act, and will abide by the requirements of this legislation.

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

The organisations working through the EGP are committed to ensuring that their employees, members, participants and volunteers are able to conduct their activities free from direct or indirect discrimination, harassment or inappropriate behaviour.

**Direct Discrimination:** Means treating someone less favourably than you would treat others in the same circumstances.

**Indirect Discrimination:** occurs when, intentionally or not, a requirement or condition is applied which disproportionately and detrimentally affects one sex, race, or other group more than another when the requirement has no justification.

**Harassment:** inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their age, gender, disability, race, parental or marital status, pregnancy, religion or belief, sexual orientation or gender re-assignment.

**Victimisation:** treating someone less favourably than another on the grounds that he or she has made a complaint of discrimination or harassment through internal procedures or external means against one of the organisations working through the EGP.

**Bullying:** the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

The organisations working through the EGP regard discrimination (whether direct or indirect), harassment, victimisation or bullying as serious misconduct and any employee, volunteer, or member will be dealt with by the member organisations under their disciplinary procedures.

## **RESPONSIBILITY**

The intent of this statement will be implemented through the appropriate policies and procedures of the individual organisations working through the EGP.

It is the responsibility of the Chief Executive Officer of each of the organisations to ensure that the policies, procedures and activities of their organisation are consistent with this statement.

Each organisation reserves the right to discipline, under the terms of its own individual policies and procedures, any of its employees, members or volunteers, who practise any form of discrimination on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief, sexual orientation or gender reassignment.

Each organisation will develop and publicise its own equity and equal opportunities policy in order to implement the intent of this statement. Where a person wishes to make a complaint about discrimination, harassment or victimisation in golf, they should consult the equity and equal opportunities policy of the relevant organisation and contact its Chief Executive Officer.