

Norfolk County Golf Union

Equality, Diversity & Inclusion Policy 2025

1: Statement of Intent

- 1.1 The Norfolk County Golf Union (The County) shares England Golf's belief 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 County is committed to the principles of equality and diversity throughout its paid and volunteer workforce, throughout its membership base and any others with whom The County engages.
- 1.3 The County 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. The County will not disadvantage any individual by imposing conditions or requirements which cannot be justified.
- 1.4 The policy shall apply to, and be binding upon The County, its board of Directors, staff, volunteers, coaches, contractors, squad players, agents and representatives working, holding office or acting for or on behalf of The County.
- 1.5 As a membership organisation, The County will also require that all member golf clubs affiliated to The County commit to the principles set out in this policy. It is a requirement of affiliation to The County and to England Golf that affiliated golf clubs adopt this policy. Failure to do so may result in action being taken which may lead to loss of affiliation to The County and England golf.

2: Policy Implementation

- 2.1 Promote fairness, equality, diversity and respect for everyone working, volunteering or participating in the sport of golf or otherwise engaging with the county.
- 2.2 Ensure that all competitions, events and activities, administered by The County, are carried out in a fair and equitable way. The County will make reasonable adjustments for those with a disability. The County will not:
 - 2.2.1 discriminate against anyone, either directly or indirectly, on the basis of a protected characteristic.
 - 2.2.2 Subject anyone to less favourable treatment on the basis of them doing a Protected Act.
 - 2.2.3 Subject anyone to harassment in relation to a Protected Characteristic.
- 2.3 Monitor and review the following county policies, procedures and regulations to ensure that they are consistent with the requirements of this policy.
 - 2.3.1 Disciplinary procedures
 - 2.3.2 Safeguarding children and Young people policy
 - 2.3.3 Recruitment Policy, Standard Terms of Employment, Grievance Procedure and Volunteer Process which relate to the relationship between The County and those it employs and the recruitment process.
 - 2.3.4 Player Code of conduct, which sets out the standards of behaviour and conduct expected from those who are expecting The County.
 - 2.3.5 Code of Conduct which sets out the standard of behaviour and conduct expected from those who are representing, working for or otherwise engaging with The County in some capacity.
 - 2.3.6 Data Protection Policy which sets out how The County will handle personal data.

- 2.3.7 Complaints policy which may be used to deal with concerns raised about the actions of The County.
- 2.4 Work with The County's Member clubs so that they can understand and adhere to the principles of this policy which they will have to adopt.
- 2.5 The County, which represents male golf in the county of Norfolk, will work with the Norfolk Ladies Golf Association to ensure that the terms of this policy are embedded in both organisations.
- 2.6 Work with England Golf to:
 - 2.6.1 Monitor the diversity of The County's members, participants, players, volunteers and others in order to measure the impact of this policy.
 - 2.6.2 To provide appropriate training and support to staff, volunteers, officials and others.
- 2.7 Encourage the involvement of those who wish to be involved in golf regardless of background, ability, or any Protected Characteristic. This can be done in the following ways:
 - 2.7.1. In partnership with the Golf Foundation, participate in their "Unleash your drive" initiative to increase the number of school children playing golf.
 - 2.7.2 Encourage member clubs to hold "open" days to attract new golfers
 - 2.7.3 To ask England Golf to collect anonymised data in accordance with their ED&I monitoring questions in order to highlight groups who may be disadvantaged.
 - 2.7.4 In addition, The County can work with the Norfolk Ladies Golf Association to participate in the R&A's Women In Golf initiatives.

3 Reporting Procedures

- 3.1 If anyone has a concern about the behaviour or conduct of someone at a county event, someone representing the county, or any other breach of this policy:
 - 3.1.1 The matter should be reported to the County Secretary or another member of the Board giving as much detail as possible of the incident together with the contact details of the person giving the report.
 - 3.1.2 If the matter is reported verbally, a written report should follow as soon as is practicable.
 - 3.1.3 The County will acknowledge receipt of the matter and it will be dealt with under the County's complaints procedure which is stored on the website.

4: The Equality Act

- 4.1 Every individual and organisation to whom this policy applies must not act in a way which is directly or indirectly discriminatory and must make reasonable adjustments to avoid discriminating against anyone with a protected characteristic. Failure to do so will be considered a breach of this policy and may be a breach of the Equality Act 2010.
- 4.2 The Equality Act makes it unlawful to discriminate directly or indirectly against individuals or groups with certain Protected Characteristics listed in Section 4 of the act as:
 - 4.2.1 Age
 - 4.2.2 Disability
 - 4.2.3 Gender reassignment
 - 4.2.4 Marriage and Civil Partnership
 - 4.2.5 Pregnancy and Maternity
 - 4.2.6 Race
 - 4.2.7 Religion or belief
 - 4.2.8 Sex
 - 4.2.9 Sexual Orientation