



Worcestershire County Golf Ltd

Equality, Diversity, and Inclusion Policy

1. POLICY STATEMENT

- I. Worcestershire County Golf Limited ('The County') shares England Golf's belief that golf belongs to everyone with the intent that all who play and all who aspire to play must have an equal opportunity to do so.
- II. 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 in a golfing capacity.
- III. The County represents male golf in the county of Worcestershire and will work with Worcestershire and Herefordshire Ladies County Golf Limited to embed the terms of this policy throughout golf in Worcestershire.
- IV. 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. We will not disadvantage any individual by imposing conditions or requirements which cannot be justified.
- V. This Policy shall apply to 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.
- VI. As a membership organisation, the County also requires that all member golf clubs affiliated to the County commit to the principles set out in this policy. Failure to do so may result in action being taken by the County and / or England Golf which could result in loss of benefits of affiliation including access to WHS handicaps or disaffiliation to England Golf and the County.
- VII. This policy works with other documents adopted by the County, in particular:
 - WCG Disciplinary Policy which may be used to deal with alleged breaches of this policy;
 - Safeguarding Children and Young People Policy & Procedures, and Safeguarding Adults Policy, which will be followed in respect of any matters which give rise to a safeguarding concern;
 - Employee Discipline and Grievance Procedures

- Codes of Conduct, Anti-bullying Policy and Whistleblowing Policy which set out the standards of behaviour and conduct expected from those who are attending County events, representing, working for or otherwise engaging with the County in some capacity;
- GDPR Privacy Notice which sets out how we will handle personal data, including data collected to monitor diversity in line with this Policy; and,
- WCG Guidance, e.g., Parental Guidance.

2. PROCEDURES – What we will and will not do

The County will:

- I. Promote fairness, equality, diversity and respect for everyone working, volunteering or participating in the sport of golf or otherwise engaging with the County.
- II. Ensure that all competitions, events and activities administered by the County 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).
- III. Keep under review County policies, procedures and regulations to ensure that they are consistent with the requirements of this policy.
- IV. Provide appropriate guidance to staff, volunteers, officials and others.
- V. Where identified, make reasonable adjustments for those with a disability.
- VI. Publish this policy on the County website.

The County will not support:

- Discrimination against anyone, either directly or indirectly, based on a Protected Characteristic.
- Subject anyone to less favourable treatment based on them doing a Protected Act.
- Subject anyone to harassment in relation to a Protected Characteristic.

3. REPORTING

If you are concerned about the behaviour or conduct of someone at a county event, someone representing the County, or any other breach of this policy:

- Report the matter to the County Secretary (Work mobile: 07463 687901; Email: menssecretary@worcestershireamateurgolf.co.uk) or a WCG Director giving as much detail as possible.
- If the matter is reported verbally, and you are able, please follow the verbal report in writing as soon as possible.
- The County will consider the appropriate way to deal with the matter, which may include referring the matter to and / or seeking guidance from England Golf.

4. DEALING WITH BREACHES OF THIS POLICY

- I. When we receive a report or a concern that relates to this policy, we will ask a member of the Board of Directors to consider the matter initially. They will consider the appropriate next steps, which may include the following:
 - seeking further information in relation matters raised;
 - seeking guidance from England Golf or any other appropriate body or organisation;
 - referring the matter to another body or organisation;
 - dealing with the matter informally; or
 - deciding which procedure is the most appropriate (WCG Disciplinary Policy, Safeguarding Policies) to progress the matter formally.
- II. The County 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 the County 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.