EQUITY, EQUAL OPPORTUNITIES AND FAIR TREATMENT

EWGA, as a partner of England Golf (EGP), has endorsed the EGP Generic Equity Statement, and is committed to achieving the Equality Standard for Sport. The Equality Standard aims to assist sports governing bodies as they strive to:

• Develop a framework for achieving equality in sport
• Increase the number of players, members, coaches, officials, spectators and volunteers by reaching new audiences
• Meet legal duties and therefore reduce the likelihood of litigation
• Enhance the skills and knowledge base of volunteers
• Improve equality practices

EQUITY, EQUAL OPPORTUNITIES AND FAIR TREATMENT POLICY

1. Policy Statement

The English Women’s Golf Association (EWGA) recognises the importance of affording equity, equal opportunity and fair treatment to all present and potential employees and members.

EWGA aims to ensure that all people irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation have a genuine and equal opportunity to participate in women’s golf at all levels and in all roles. That is, as a beginner, player, official or spectator.

It is the aim of EWGA in its relationships with all present members, potential members and employees, and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements that cannot be justified.

To this end, advice and training will be given. In pursuance of this policy EWGA reserve the right to discipline any of its members or employees who practice any form of discrimination on the grounds of a person’s age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation.
2. Objectives

The EWGA Equity, Equal Opportunities and Fair Treatment policy has the following objectives:

a. To ensure that no-one wishing to work for or on behalf of EWGA receives less favourable treatment on the grounds outlined in the Policy Statement above.

b. To ensure that all those who participate in women’s golf, at all levels and in all roles, receive fair, equitable and equal treatment.

c. To ensure that the format and content of all competitions, regulations and assessments provide equity and equal opportunities for all, except where specific situations and conditions prevent this.

d. To ensure that all materials prepared, produced and distributed by or on behalf of EWGA promote a clear image of diversity within the sport of women’s golf.

3. Implementation

EWGA will seek to promote equity and equality through:

a. The monitoring and practices, procedures and data relating to the operations of competitions, schemes, initiatives and development materials.

b. The review of existing rules and regulations to ensure that those do not inhibit the participation of people from groups that may suffer discrimination.

c. Increasing collaboration between EWGA and other organizations to ensure equity, fair and consistent treatment of all members.

d. The provision of appropriate training for all paid officers, members of the Executive Committee and other key volunteers of EWGA to raise awareness of both collective and individual responsibilities.

In pursuance of this policy, EWGA may take special measures or positive action in favour of any group that is currently underrepresented in its membership, representative bodies or its workforce. In this EWGA will take into account the following acts of Parliament:

- Race Relations Act 1976 (amendment 2000)
- Equal Pay Act 1970
- Disability Discriminations Act 1995
- Rehabilitation of Offenders Act 1974
- Human Rights Act 2000
4. Monitoring

The Secretary/CEO of EWGA will be responsible for providing the Executive Committee with data for monitoring the effectiveness of this policy, and for providing information to members about the policy and its implementation and impact.

5. Exemptions

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

6. Responsibility

EWGA expects all those acting on behalf of the organization to adhere to this policy. In pursuance of this policy EWGA reserves the right to discipline any of its members or employees who practice any form of discrimination on the grounds of a persons age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation.