



## **Equity, Diversity and Inclusion Policy**

### **Review Dates**

Date updated: January 2025 (EDI working group)

Date of Next review: March 2025

Related Policies: All HR and Organisational Policies are relevant to EDI policy

### **Foreword**

The Golf Foundation believes that every young person can play & enjoy golf, strengthening their mental wellbeing. Our mission is to provide young people with a fun & inclusive introduction to golf, the opportunity to play regularly and develop lifelong skills.

Making the game more accessible and inclusive to all young people is at the heart of our charity's work.

We are striving to make the game more inclusive by expanding the network of organisations we work with and reaching out to communities who might not previously have had the chance to play golf. In doing so we can broaden the diversity of the sport and welcome more young people to the game. We also work with golf clubs and facilities to help retain young people from all backgrounds develop a lifelong love of golf.

This policy sets out our responsibilities and commitments as an organisation in this area.

At the Golf Foundation we are committed to fostering an inclusive environment where every individual is valued, respected and empowered to thrive. Our Equity, Diversity, and Inclusion (EDI) policy reflects our dedication to promoting equality of opportunity, celebrating diversity, and eliminating discrimination and bias in all aspects of our work:

We believe in the inherent worth and dignity of every individual, regardless of race, ethnicity, gender, sexual orientation, disability, age, religion, or any other characteristic.

We are committed to providing a supportive and inclusive work environment that values diversity and fosters mutual respect, collaboration, and understanding.

We have a zero-tolerance approach to all forms of discrimination, harassment, and bias, and we are dedicated to promoting fairness, equity, and equal opportunities for all.

We have a zero-tolerance approach to discrimination on any grounds including on the basis of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

In this policy 'our people' refers to our employees, deployed coaches, Trustees, members, and volunteers.

## What is Equity, Diversity and Inclusion?

Equity, Diversity and Inclusion are interrelated principles that aim to create a fair, respectful and supportive environment for everyone.

This policy uses the following definitions:

**Equity** is about fairness. It means making sure that everyone has the same opportunities and is treated with the same respect. It is not about treating everyone in the same way, but it recognises that everyone's needs can be met in different ways.

**Diversity** is about recognising and valuing the benefits of different perspectives, backgrounds, and experiences. Also, identifying and acknowledging under representation, and taking active steps to address it – and remove barriers - through initiatives, policies, and systemic change.

**Inclusion** is about positively meeting the needs of different people and taking deliberate action to create environments where everyone feels welcome, respected and able to achieve their full potential.

## Commitment to Equity, Diversity, and Inclusion

The Golf Foundation is committed to complying with all relevant laws, regulations, and guidelines related to equity, diversity, and inclusion.

We are committed to ensuring that all people irrespective of their protected characteristics under the Equality Act 2010 of age, disability, sex, gender identity, gender expression, gender reassignment, marriage and civil partnership, pregnancy or maternity and paternity, colour, race, ethnic origin, nationality, religion or belief, or sexual orientation are treated in the same way.

We work closely with our partners and funders to ensure that we drive best practice across all our work areas including but not limited to:

- Our People
- Our Participants
- Our Operations
- Our Marketing & Communications
- Our Partnerships (inc. all fundraising activity)

Our ambitions are aligned with those of our key strategic partners who we work closely with e.g. England Golf, Wales Golf, Scottish Golf, Golf Ireland, The PGA, The R&A, DP World Tour

## Monitoring, Reporting and Continuous Improvement

EDI at the Golf Foundation is governed by our Board of Trustees who are accountable for our progress against plans. All Board Sub-Committees have a responsibility to ensure that best practice EDI principles are demonstrated throughout their core work areas.

We monitor progress towards EDI goals, collect data on diversity metrics, and report on the charity's EDI journey to Trustees.

In 2020, we signed up to Sporting Equals Race Equality Charter, committing to its 3 principles below;

- **Capture** (research and insight)
- **Commit** (putting it into action)
- **Celebrate** (telling the story and highlighting success)

We annually record and report to Board on progress on these 3 areas around the priority groups identified in our strategy.

We hold all Golf Foundation people accountable for upholding the principles of equity, diversity and inclusion.

We review and update our EDI policy annually to ensure they remain relevant and effective in addressing evolving challenges and opportunities.

We have an internal EDI group coordinating our work in this area.

### **Communication and Engagement**

We use our external facing values (making the introduction of golf to young people: FUN, Inclusive, Inspiring, Innovative and Enriching) to ensure that we challenge ourselves to make golf more accessible and welcoming to young people.

We communicate our EDI policy to all stakeholders and engage employees in our EDI journey through transparent communication, open dialogue and collaborative initiatives. This includes training and having in place our internal working group with representation from across all departments in the organisation.

The Golf Foundation is at the vanguard of making our sport more inclusive, from Board level through to its operations. By embracing equity, diversity, and inclusion in all aspects of our work, we create a workplace where everyone has the opportunity to succeed and thrive, which in return has the most impact on the young people we serve.

### **Policy Breach**

We regard discrimination, harassment, bullying, victimisation and other behaviours inconsistent with the spirit and intent of this policy to be a serious matter.

If this policy has been broken, please make a formal complaint to our Head of HR: [paula@golf-foundation.org](mailto:paula@golf-foundation.org)

All complaints will be investigated sensitively and proportionate measures including disciplinary action will be brought against any stakeholder who is found to discriminate against any other person or group of people.

Any matters related to employees will be considered in line with the Golf Foundation's disciplinary policy.