



Equity Policy

Statement of Intent

The Scottish Golf Union (SGU) and its subsidiaries recognise the importance of affording equity to all participants, volunteers, present and potential employees involved in Scottish Golf. We are determined to ensure that every person regardless of disability, gender, sex, age, sexual orientation, marital status, civil partnership status, race, colour, religious convictions, nationality or ethnic origin has a genuine opportunity to participate to their full potential at all levels and in all roles within the sport.

Note: All references to SGU shall include its subsidiaries.

Legislative Framework

In implementing this policy, the SGU will comply with its statutory obligations under the terms of all relevant Scottish, UK and European legislation (Appendix 1).

Objectives

The SGU Equity Policy aims to ensure that:

- Everyone who participates in golf in Scotland, in whatever capacity, receives fair and equitable treatment.
- The format and content of all competitions, regulations and activities strives to provide equal opportunities for all, except where specific situations and conditions prevent this (See exemptions).
- All material prepared, produced and distributed by, or on behalf of the SGU promotes a clear image of diversity within the sport of golf.
- Clear guidance and communication is given to all individuals either governing or working for the SGU on its commitment to Equity.

Responsibilities and Implementation

- The SGU Ltd Board of Directors and the Board of Directors of subsidiary companies is responsible for ensuring the policy is followed, and for dealing with any allegations of breaches.
- The Chief Executive Officer has responsibility for the implementation of the action plan.
- Day to day responsibility will rest with the Development Manager and Child and Adult Protection Officer.
- All paid staff and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.
- A copy of this document is available to all paid staff and volunteers of the SGU and it will be covered in staff and volunteer induction.
- No job application will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

- The policy will be available on the SGU website.
- All Staff will receive appropriate training.

Monitoring and Evaluation

- This policy will be implemented with immediate effect and will be the subject of annual review by the Board to whom a written report will be submitted by the Development Manager/ Child and Adult Protection Officer.
- The Chief Executive Officer will review the Equity Action Plan on an annual basis, to establish progress against aims and ensure the Plan remains appropriate and effective.

Compliance

In accordance with the SGU's Code of Conduct, Disciplinary and Grievance Policy and Procedures, we will investigate any reports of alleged breaches of our Equity Policy and take appropriate disciplinary action based on the outcome of the investigation. Any complaint or grievance will be dealt with via the appropriate policy and procedures, e.g. Disciplinary Procedure, Grievance Procedure.

Exemptions

The SGU reserves the right to limit competition to specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition. The SGU will take positive action in providing opportunities to increase the inclusion of people from under-represented groups.

Appendix 1

The main legislation which underpins this policy is:

- The Equal Pay Act 1970
- The Rehabilitation of Offenders Act 1974
- The Sex Discrimination Act 1975 (as amended in 1986, 1999 and 2008)
- The Race Relations Act 1976 (as amended in 2000)
- The Disability Discrimination Act (as amended in 2005)
- The Human Rights Act 1998
- The Scotland Act 1998
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Gender Recognition Act 2004
- The Civil Partnership Act 2004
- The Disability Discrimination Act 2005
- The Equality Act 2006
- The Equality (Age) Regulations 2006

June 2009.