



Bramshott Hill Club Policies 2024

Agenda

- Why are we are talking to you today?
- Legal background
- Key points of policies
- What this means for Bramshott Hill Golf Club
- What this means for BHGC section committees
- What this means for every member
- What we need to do now!



England Golf's Mission - Respect in Golf



England Golf 4 core pillars

LEAD by example
Respect in all we do
[Read more →](#)

ENERGISE & SUPPORT with better understanding
Establish a shared language for change
[Read more →](#)

DELIVER a safe environment
SafeGolf accreditation
[Read more →](#)

INSPIRE the most welcoming environment
Everyone must have an equal opportunity to participate in golf at any level
[Read more →](#)

England Golf's mission is a clear one – golf belongs to everyone, all who play, and all who aspire to play must have equal opportunity to do so.

We must address and change perceptions

[Respect in Golf \(youtube.com\)](https://www.youtube.com/watch?v=...)



England Golf Requirements

As an affiliated club of England Golf there are a number of requirements the club must fulfil including having the following policies in place:

- Equality, Diversity and Inclusion
- Safeguarding
- Disciplinary Policy

We have them all, but we need to ensure all our members know about them, what they mean for the club and for them!





Equality, Diversity and Inclusion

- **Equality** - means ensuring everyone in your setting has equal opportunities, regardless of their abilities, their background or their lifestyle.
- **Diversity** - means appreciating the differences between people and treating people's values, beliefs, cultures and lifestyles with respect.
- **Inclusive** - an inclusive club is open to everyone regardless of who they are, their social/economic status, the colour of their skin, their sexual orientation, their religion, their gender identity, etc

Equality Act 2010

Protected
Characteristics identified
in the Equality Act

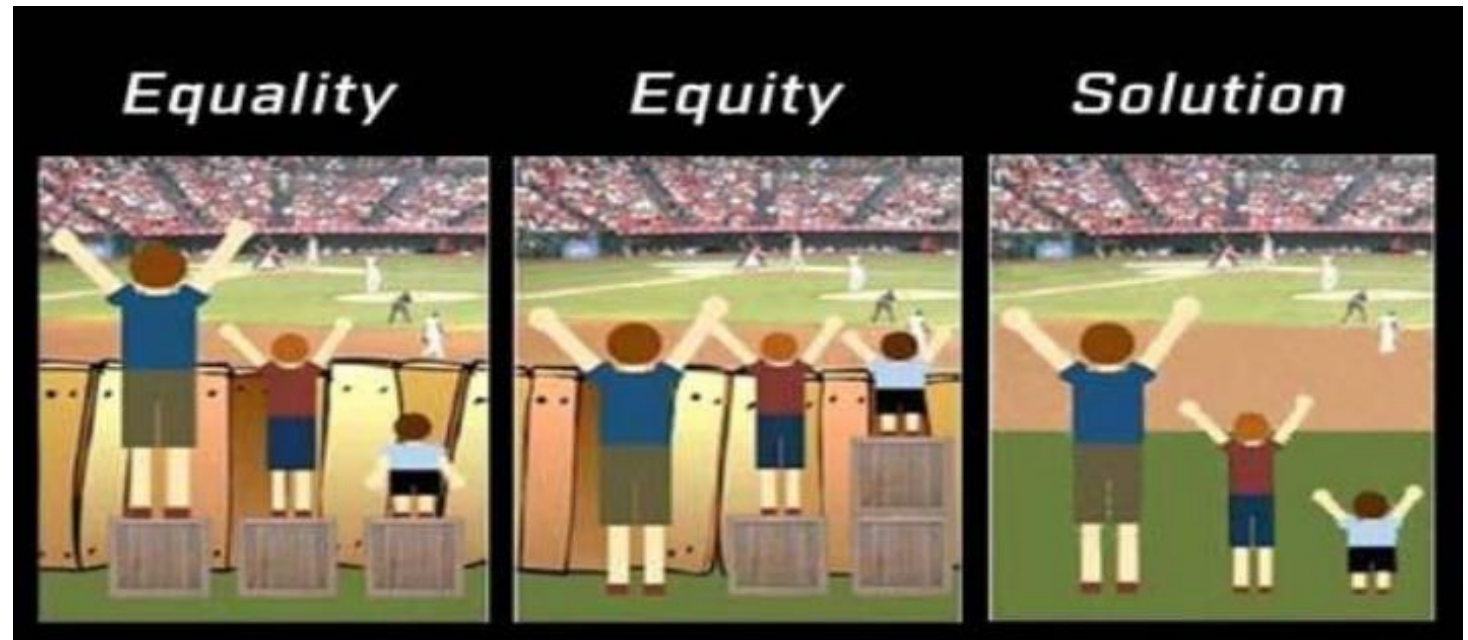


ED&I – what do we mean?

Equality is giving everyone the same pair of shoes.

Equity is even better - it is giving everyone a pair of shoes that fits

And the solution removes all barriers – its inclusive!





Discrimination

- **Direct discrimination** is if you treat someone of one protected characteristic worse than others.
- **Indirect race discrimination** is if you have a policy or practice that (perhaps accidentally) places people of one protected characteristic at a disadvantage to others.
- It is also an offence to **harass** someone because of their protected characteristic.
- It is called **victimisation** if a person complains (e.g. brings a grievance or claim) about discrimination, and you retaliate by treating them badly.



Bias – we all have it

Be aware of your bias:

- **Affinity Bias** - Feeling a connection to those similar to us
- **Perception Bias** - Assumptions about different groups
- **Unconscious Bias** - When we make judgments or decisions based on our own experiences
- **Confirmation Bias** - Looking to confirm our ideas



What does our ED&I policy require?

- Everyone is treated fairly and with respect regardless of any of the protected characteristics
- We include all members in the club, ensuring we have something for everyone
- We offer golf that embraces all sections
- All who play golf are given equal opportunity to do so
 - No barriers because of any of the protected characteristics
 - Reasonable adjustments eg buggies for those that need them
- Those that breach the policy are called out, and if necessary, the behaviour is addressed through relevant policies





Disciplinary Policy

- Underlined by the principles of fair justice – everyone must be able to have their say before any decisions are made
- Any issues are dealt with across the club in the same way, regardless of which section you are in
 - alleged breaches of the Club Rules, Regulations, Codes and Practices, and its statement of values or standards of behaviour.
 - alleged breaches of the Rules of Golf, handicap infringements, disqualifications and any breach of the rules of a Club Tournament; and
 - any matter in which an individual engages in any conduct which is inappropriate, unlawful, unsporting or behaves in a manner which is unacceptable or opposed to the general interests of the Club or which brings the Club into disrepute.
 - any matter in which an individual engages in any conduct which is inappropriate, unlawful, unsporting or behaves in a manner which is which brings the sport of golf into disrepute.
- Set procedures that must be followed
- Incidents of a safeguarding nature must be referred to the England Golf Governance team before any disciplinary action is taken under these Regulations.
- Any appeals against a formal handicap issues now go to Hampshire Golf / Hampshire Ladies Golf





Safeguarding

- Protecting everyone to ensure a safe and welcoming environment for all, both those playing and those enabling us to play
- Specific requirements for vulnerable adults and children
- Requirements for DBS when supporting these categories
- Applies to any behaviours and communications including social media
- Perception is all important
- Our welfare officer is Steve Price





What have we already done?

- New constitution with representatives from all sections of the club having equal status
 - Equal status of all section captains
 - Board roles open to all adult members
 - Same membership fees
 - Club Handicap committee and Club Secretary meetings
- Some competitions open to all
 - Equality Act still allows for women only and age restricted competitions because of the physical disadvantage they have
- Competitions on the 9 hole course for those that cannot manage the 18 hole course
- Buggy policy
- Accreditation's – 'Women In Golf', 'Respect' and 'Safe Golf'
- ED&I, Safeguarding and Disciplinary policies



What do we need to do more of...

- Being more inclusive across the sections – promote the one club ethos
- Ensure all views are taken into account
- Share what we do across the sections, so we operate in the same way, learning from each other
- Work together across committees / sections, not competing against each other (unless it's on the golf course!!)
- Using the same policies to address issues
- Removing 'section only' ways of working where its relevant to the whole club
- Promoting ED&I and addressing poor behaviours

What do we need the Board / Section Committees to do?



- Promote ED&I across the club
- Work to promote the one club ideology
- Be open to thinking differently about what we do, how we run events and how we operate
- All Board members to consider the whole club requirements, not just their own section – consider the wider picture
- Ensure section committee are not working in isolation setting their own agendas, rules and procedures
- Calling out bad behaviour, using club disciplinary policy to address if necessary
- Promoting shared events, involving all sections of the club



Next Steps

- Present this to every section committee
- Get their feedback and understand what they need to engage
- Communicate to members
- Run events including members across the club
- Promote to the external audience on our website by putting these logos on the home page
- Live it!
- Any more ideas to help...?





