



OLCGA EQUALITY POLICY

Statement of Intent

Oxfordshire Ladies' Golf Association (**OLCGA**) is committed to the equitable and fair treatment of all Members, volunteers and present & potential employees and aligns itself fully with the Equality Policy provided by its governing body, England Golf. We are determined to ensure that every person regardless of disability, age, sex, gender reassignment, sexual orientation, parental and/or marital status, race, colour, nationality, ethnic origin or religious conviction has a genuine opportunity to participate to their full potential at all levels and in all roles within the Association's structure and within the events which it organises.

Legislative Framework

OLCGA will comply with its statutory obligations under the terms of the Equality Act 2010. (see www.equalities.gov.uk/equality_bill.aspx)

Objectives

- **OLCGA** Equality Policy aims to ensure that:
- The content and format of **OLCGA** policies, procedures, competitions & events provide equality for all except where specific situations or conditions properly or reasonably prevent this. (See Exemptions)
- All material prepared, produced and distributed by, or on behalf of, **OLCGA** promotes a clear image of diversity within the activities of the Association.
- Clear guidance and communication are given to all individuals either governing or working for **OLCGA** on its commitment to Equality.
- **OLCGA** will consider the use of appropriate action to tackle under-representation where it has been identified.

Responsibilities and Implementation

- The **OLCGA** Executive Committee is responsible for ensuring the Equality Policy is followed, and for dealing with any allegations of breaches.
- The County Welfare Officer is responsible for the implementation of the Equality Policy.
- All volunteers & paid employees have a responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of the Equality Policy.
- A copy of this document is available to all volunteers & paid employees of **OLCGA**.
- The Equality Policy will be available on the **OLCGA** website www.olcga.org.uk.

Monitoring and Evaluation

- The County Welfare Officer will review the Equality Policy on an annual basis to establish and assess progress towards its aims and objectives.

Compliance

In accordance with the **OLCGA's** Code of Conducts & Disciplinary Procedures, we will investigate any reports of alleged breaches of our Equality Policy and take appropriate disciplinary action based on the outcome of the investigation. Any complaint or grievance will be dealt with via the policies & procedures laid out in the **OLCGA** Disciplinary Procedures 2010 document.

Exemptions

OLCGA reserves the right to limit competitions to specific age and/or handicap groups where this is necessary to ensure equitable, safe and fair competition. It may also be necessary on occasion to apply specific conditions which are either legally required or otherwise justifiable, such as gender, to volunteers for the proper performance of any work or tasks involved.