



Making golf more inclusive – Our golf community joint commitment

February 2023

England Golf passionately believes that golf belongs to everyone, all who play and all who aspire to play, must have an equal opportunity to do so. By listening to underrepresented voices, we will strive to positively affect everyone's experience of our sport. There is no place in golf for any form of discrimination.

As you know, back in 2021 we all through England Golf prioritised achieving the SafeGolf accreditation, and we thank you for your ongoing efforts in supporting young people to participate in our sport in a safe environment.

Our England Golf Course Planner (strategic direction 2021-2025) sets out our golf community ambitions, very much prioritising a guiding principle to 'deliver a more inclusive & accessible sport'.

Having now developed a national Equality, Diversity & Inclusion (EDI) framework #TogetherInGolf, we feel well placed again to lead by example and support all golf clubs in adopting an EDI policy.

Ensuring that:

- Everyone is treated fairly and can enjoy all aspects of golf - equality
- Everyone is recognised, can see themselves, and be seen in golf - diversity
- Everyone is welcomed and feels that they belong in golf - inclusion

To help with policy adoption, we have created an EDI policy template for all golf clubs to ensure consistency of commitment level. For us all to represent our sport in the best possible light and to comply with our England Golf terms of affiliation, we have an expectation for all golf clubs to adopt a suitable EDI policy, and to have a disciplinary procedure to align with the EDI policy, by 31st December 2024.

Our club support team are in place to support you in the adoption of a suitable policy through use of our template, or in reviewing your current policy. They will help and support signing off on adoption of policy from March 2023. We further require that the EDI policy and disciplinary procedures document is adopted through relevant committee



minutes, or approved by the top level of club management, and uploaded to your golf club website.

We sincerely hope all clubs view inclusivity as a priority, wanting to promote appropriate commitments as soon as possible, as such and to support further, an EDI toolkit is available via your Club Support Officer (CSO). This is designed to support you in identifying and reviewing areas of your club operations, processes and procedures that may require improvement to offer a more inclusive experience to all, we have identified five key areas:

1. Course access
2. Membership processes
3. Disabled access
4. Volunteer recruitment and opportunities
5. Language and image

To support all aspects of inclusivity within golf, we confirm that we will be launching a nationwide awareness campaign created to address inequalities and promote inclusivity within our sport. RESPECT in golf will be introduced to highlight issues facing our game, and focus on a golf community commitment to promoting the actions being taken.

RESPECT in golf will launch through the first half of 2023 and we look forward to sharing more detail with you, showcasing the opportunity for all golf clubs and members to embrace at a local level.

As we embark on our inclusivity journey with more ambition, passion, and energy than ever before, we confirm our England Golf club support are prepped and ready to support in any way they can! Please click [here](#) to access ED&I policy templates and supporting guidance notes.

Thank you all in advance for your support and understanding of our collective commitment in making golf more inclusive and the importance ourselves England Golf, our counties, golf clubs and members all leading by example.

Yours sincerely,

Jeremy Tomlinson
England Golf, CEO