



WALES GOLF EQUALITY BLOG

Hi there,

Welcome to our brand new blog about what we're doing for equality in our sport! We'll be posting pictures and videos throughout our journey and highlighting why it's so important that everyone has the same opportunity to play and enjoy golf like we do. We truly believe in our vision 'Everyone's Game. Anywhere'. We are working towards the equality standard for sport ADVANCED LEVEL.

September 2018

Today, 27th of September, we had our first Internal Equality Steering Group meeting lead by Wales Golf heads of department. The group also has a terms of reference to give direction and scope.

- 1. PURPOSE**
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Wales Golf now has an Equality Champion on the board, Kelly Gaffney, who will ensure equality is threaded throughout the organisation.

During our first meeting, we introduced the process of completing Equality Impact Assessments (EIA). This will be a shared responsibility of all Wales Golf staff. An Equality Impact Assessment is a process designed to ensure that a policy, project or scheme does not discriminate against any disadvantaged or vulnerable people.

The group were each assigned a project/ policy to impact assess by the next meeting.

October 2018

5th of October - Following on from our work setting up the Steering Group, we decided to apply to the Healthy and Active Fund (HAF). Welsh Government, Sport Wales and Public Health Wales have come together to provide a fund which seeks to improve people's mental and physical health by enabling them to adopt healthy and active lifestyles.

Continuing on from our successful New2Golf/Back2Golf with The Stroke Association programme, Wales Golf wanted to expand to other partners including, Alzheimer's Society and ABF The Soldiers' Charity Project. We also collaborated with Bowls Cymru introducing a new sporting angle.



This is the first phase of £5.4 million investment over 3 years. We are hopeful that we will be successful with our bid.



29th of October - Today the internal Equality Steering Group met again. They received an update on Wales Golf's equality action plan. Other topics covered included an equality data report, Women and Girls update, information regarding R&A ranking system for golfers with a disability, and a training plan update. There was a packed agenda but lots of great progress has been made!

November 2018

We started the month catching up with Lyndon from Disability Sport Wales in regards to our *Inspport* journey. *Inspport* is a toolkit which supports the development of inclusive thinking, planning, development and delivery of everyone within the National Governing Body (NGB). Our ambition is that disabled people will become more active and engaged in golf. We are currently at silver level of the accreditation with aspirations to achieve Gold in 2020.

December 2018

Another Equality Standards today with Louise Tideswell who updated us on our progress towards the standards. Following on from this we have made changes to all our equality surveys to have a consistent approach to everything we send to members/staff/clubs etc.

We discussed Richard's (CEO) role in reviewing the risk register with the Board and relevant departments to include more in-depth equality information e.g. reputation risk because of inaction of addressing equality concerns from golfers.

January 2019

On the 27th of January we held the third Equality Steering Group Meeting. The group scrutinised the PING Welsh Junior Tour (a national junior competition run by Wales Golf). An EIA was completed by the Director of Championships to ensure that no young person would be disadvantaged when taking part in the event. The EIA found no disadvantages and was signed off by the CEO.

This month, we ran our annual Rules School for referees and officials. We were really pleased with the diversity in attendees. 30% female and a great mix of ages attended.



28th of January – Staff Equality Training lead by Sarah Williams from Equality Counts. All Wales Golf staff attended and were fully engaged.

30th of January - Wales Golf have been selected as a pilot organisation for Plan4Sport's Mental Health and Wellbeing at Work framework. This framework will help Wales Golf shift from managing illness and sickness absence to the promotion of mental wellness and resilience and enable people to thrive at

work. Key areas of focus will include: Creating a health and wellbeing strategy, policy and health and safety risk assessment (Psychological risk factors).

February 2019

13th February - Conwy Golf Club have become the first in the UK to sign up to the R&A Women in Golf Charter! This shows their commitment to establish an inclusive culture across the club for members, guests and staff. This is a great example to our clubs and we hope that many more will follow their lead.

13th February - Staff were given a Stroke Awareness Workshop run by The Stroke Association on minimising their chances of getting a stroke, spotting the signs and support after a stroke.

We learnt about the F.A.S.T message and all staff got their blood pressure and weight taken.



13th February - Mental Health in the workplace training delivered by Vickie and Louise from Plan4Sport. Off the back



of this, the company will be working with Wales Golf to offer counselling and life coaching opportunities throughout the year to staff. The feedback has been extremely positive and we are looking forward to more sessions.

14th February – Zoe (WG Equality Lead) delivered EIA training to the Director of Performance, Gillian.

May 2019

8th of May – During this month's Equality Steering Group Meeting, it was decided that all affiliated golf clubs would require an Equality Policy. Templates and support would be provided to clubs. This is a necessary step on our Equality Standards for Sport journey as well as something which will positively impact change and inclusion within Welsh golf. The group also discusses the Disability Wales Open. In previous years, Wales Golf has supported the Welsh Disabled Golf Association (WDGA) and will do so in 2019.

16th May - Equality training for the Wales Golf Board with Sarah Williams from Equality Counts. Key themes included compliance and inclusive leadership.



June 2019

6th June - Zoe, (WG Equality lead) attended the Welsh Sports Equality Alliance meeting. Topics included 'The Rise of the Far Right' and sharing good practice with National Governing Bodies (NGB).



11th June – Disability Sport Wales (DSW) *insport* Gold Observer Training. Wales Golf have been linked with Tennis Wales to peer review along our journey to gold accreditation.

23rd June - Cardiff BME golf project in partnership with BME connect Cardiff gave 42 participants an introduction to golf. Participants received 10 week of coaching with PGA pro Gareth Bennett. 2 volunteers from the BME community were supported with kit, ASQ level 1 and safeguarding courses. Tri golf kit left in the community ensuring legacy golfing provision. An Inter-generational end of project event was held at Treetops Cardiff with over 40 participants. The community has been left with marketing resources to support future golf activities in the area.

July 2019

8th July – This morning we had an Equality Standards and Mental Health catch up with Vickie and Louise followed by Mental Health in the Workplace for Senior Managers master class. In this session we discussed how line managers can support their staff and spot signs if some is struggling or requires additional assistance.

August 2019

14th August - Zoe, Hannah and Richard met to work on EIA's and the pre-screening 'to do' list.

September 2019

5th of September – Phone catch up with Vickie regarding Health and Wellbeing Standards. There is plenty of development and provided her with all evidence towards submission for Bronze Submission.

10th of September - The Equality Steering Group met and were updated on the new EIA process and the introduction of a pre-screening process. The championship department introduced the concept of a festival week in June 2020. This would showcase a variety of inclusive and adapted competitions such as a Golf Sixes Final, Welsh Disabled Open, and Summer Swing. There is also the potential to trial the new World Handicap System during a gender neutral competition.

We now have 12 R&A Women in Golf Charter clubs with Royal Porthcawl, Cardiff and Wrexham in the process of submission – Great progress since February!

7 clubs across Wales have signed up to our Girls Golf Cymru Scheme. 52 girls took part in 2019 and next year we hope to pilot as a Girls Golf Cymru season where individuals can sign up at any point through the year.





40 girls attended our Girls Golf Clinic at Swansea Bay Golf Club. The girl's only day was filled with golf and glitter. Girls received coaching sessions covering all aspects of the game and were then treated to an afternoon tea party.

Our Summer Swing at Maesdu Golf Club had 102 new golfers attend with varying abilities. 71 ladies and 31 men took part (8 participants that were disabled). Participants ranged across 3 years of the New2Golf programme. Less experienced golfers played a flag event and those with handicaps played a 9 hole competition. The first tee shot was hit by Amy Boulden, Symetra Tour player which eliminated the first tee nerves.



26th September – We received great feedback from our update meeting on the 21st. After long deliberation, we have decided to go for Advanced Equality Standards in March 2020.

30th September – Following on from our full staff meeting across all departments we updated our Health and Wellbeing staff pledge:

'Wales Golf is dedicated to promote and maintain the mental health and wellbeing of all staff through workplace practices, and encourage and support staff to keep their minds fit along with their bodies.'

This was off the back of staff consultations to get feedback regarding our Mental Health and Wellbeing Policy, Strategy & Risk Assessment.

October 2019

In order to improve staff Health and wellbeing we have started doing fun activities in our Lunch break! Golf and stretching sessions have been popular with all staff:



29th October – A record number of young golfers took part in the Wales Mini Masters, including more than 100 girls making up almost a third of the entry for the first time. Numbers for the golf championship held at events across Wales increased by 50% in 2018 and built again on that number in 2019. 30% of the entries coming from girls with a record number taking part. The number of girls taking part across the four age categories has tripled since 2017.



November 2019

14th November- All staff attended a 'Resilience Boosting workshop with Vickie. She introduced the concept of 'The Stress Bucket' where all staff were encouraged to confidentially write down work and personal things that they were worried about. She then provided techniques to help alleviate the pressure from 'the stress bucket' being too full. Later on in the day, all staff were invited to have One-to-One chat's with Vickie to discuss any personal wellbeing concerns and/or life coaching.





Featured Club Friday – We launched a ‘Featured Club Friday’ showcasing the great work which has gone on within our clubs in the last year. Holyhead Golf Club also ran a successful New2Golf programme. 24 ladies attendee a group taster session. 21 ladies became club members under a winter membership scheme.



25th November – We are in the process of decorating the Wales Golf Offices! This has helped to greatly improve staff morale and productivity. We hope to have the full office painted and decorated in the New Year as part of our Health and Wellbeing strategy.



December 2019

5th December – Wales Golf Board met. In advance of the meeting they were provided with an Equality update and a number of documents to scrutinise e.g Health and Wellbeing Policy/Strategy and EIA. Kelly Gaffney the Board Equality Champion was able to provide an update on our progress in areas such as the Equality Standards, *Inspport* and Health and Wellbeing Standards.

8th December – We are finalising our New2Golf campaigns for 2020. This year we are focusing on:

- Older juniors
- Younger Juniors (school focused)
- Girls Golf Cymru
- Women



- Health and Lifestyle

2020

January 2020

We have run a series of winter workshops around Governance & Equality. 64 participants from 32 clubs across Wales. Feedback from participants include 'Very informative presentation an eye opener' and 'Very well presented, very useful workshop. Good to share practice... Amazing value for money.'