



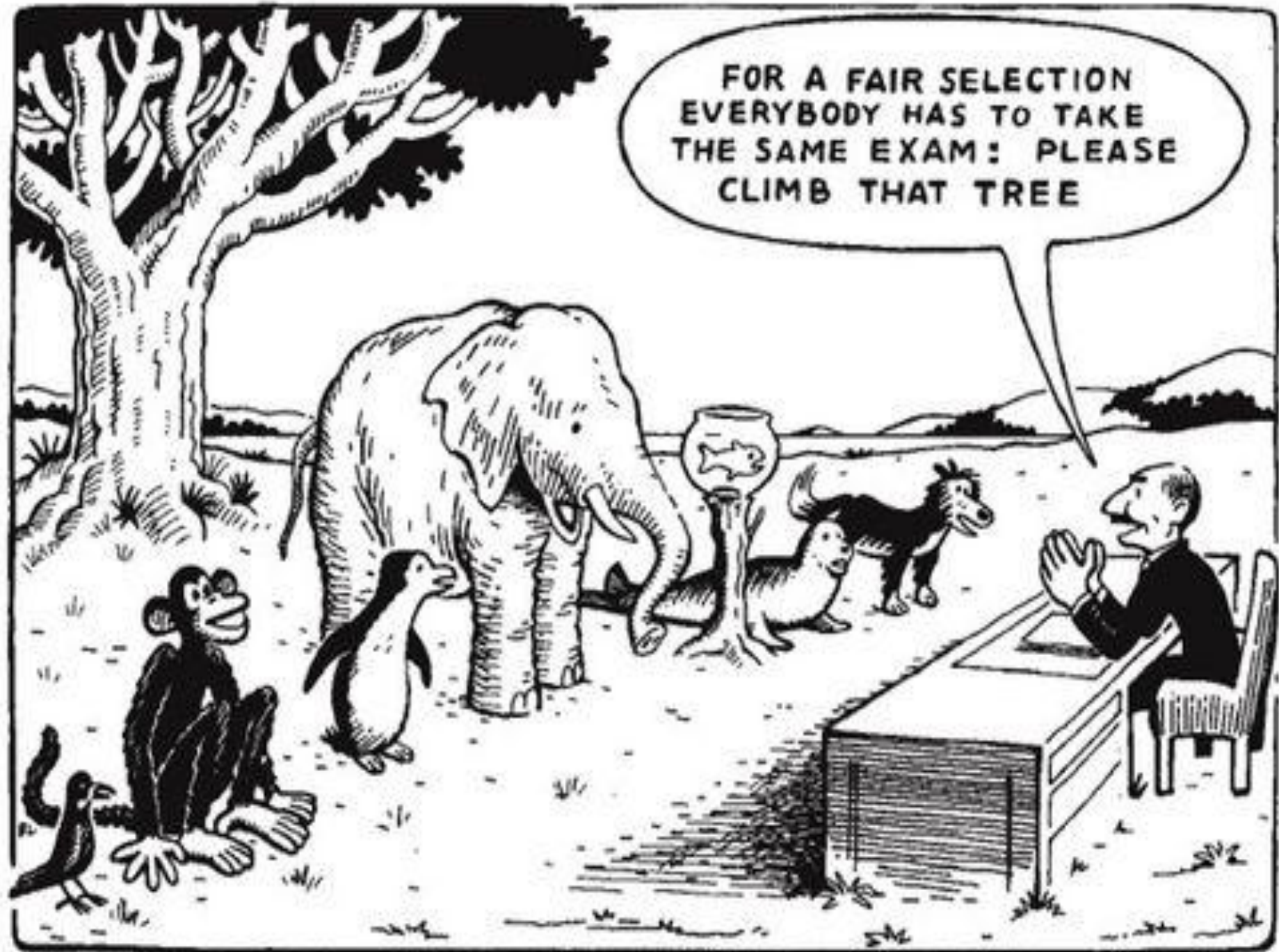
Equality Steering Group

Introduction to Hockey Wales & Golf Union of Wales

27th October 2015



FOR A FAIR SELECTION
EVERYBODY HAS TO TAKE
THE SAME EXAM: PLEASE
CLIMB THAT TREE





Vision and Strategy

VISION 2020

- Significantly increase membership to 60,000 members.
- Quality Hockey experience.
- High performing workforce.
- 2-4 players playing for GB in 2020 and top 10 in Europe.

STRETEGIC PLAN 2015-2019

- Growing the Game
- High Performance
- Commercially minded Organisation

Equality Standard and Progress

Hockey Wales;

- Achieved the Preliminary Equality Standard.
- Working towards the Intermediate Equality Standard.
- Working towards *insport* ribbon.
- First NGB to sign up to the LGB&T Charter.
- Re-designed our website.
- Re-written our Equality Policy.
- Successfully granted circa £8,000 from EHRC.
- Successful rainbow laces campaign with 20+ clubs.
- Launched #proudtoplay hockey clubs.
- Back2Hockey ran by 18 clubs.
- Additional 5 hours per week to focus on StreetGames

VISION 2020

- *'Golf For All, For Life'*
- From 50,000 to 75,000 members
- 400,000 participants in GDW related schemes
- 100 thriving clubs
- Fully inclusive performance pathway

Equality audit 2014 (Board & Staff)

- Almost equal gender representation
- Board all 45+
- 9% with a disability
- 100% white
- Over 90% heterosexual
- Over 90% with either Christian faith or no religion

Golf Union Wales / Golf Development Wales

- Achieved Foundation & Preliminary Equality Standard
- Working towards Intermediate
- Working towards *insport* Silver (DSW)
- Combined junior accreditation with *insport* Club (Ribbon)
- Strong Street Golf programme with Street Games
- New2Golf 2014 – 2,400 participants (60% female)
- Signed up to Sport & Rec Alliance ‘Good Governance Framework’

- R&A adapted Rules in all GUW Championships
- Open recruitment policy and procedures
- Internal working group

National Equality Group Role

Hockey Specific

- Disability Pathway (inc. Power Hockey)

Golf Specific

- Board Recruitment

Both NGB's

- Website Audit
- Coach Education Review