



EASTERN PROVINCE GOLF UNION TRANSFORMATION CHARTER

2015 –SEPT 2020

Introduction

With the advent of golf integration, golf has had to take transform both its structures and it's representation at all levels.

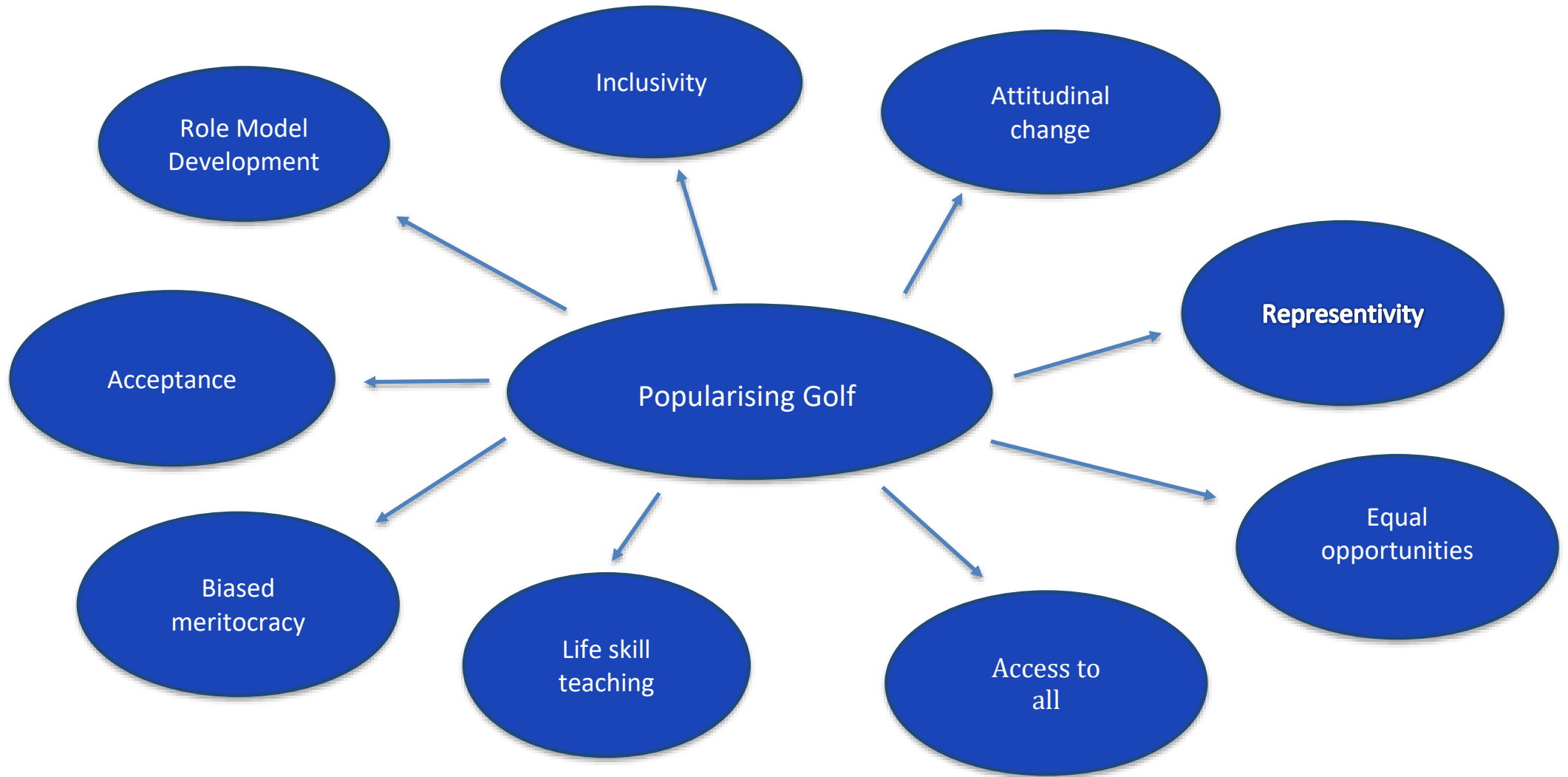
Set against this backdrop the SAGA and it's affiliates have undertaken to ensure that the sport embarks on an immediate plan to ensure compliance with the resolutions taken by the association and ultimately as directed by the Department of Sport.

Defining Transformation

SRSA

“Transformation is a conscious, deliberate, planned and goal orientated process of fundamentally changing the conditions that in the past have led to the deliberate exclusion of the majority of our people from meaning participation in sport and recreation and from taking their rightful place in the sports movements of the world.”

Defining Transformation Cont.



Advantages to Transformation

- Fosters inter-racial relationships
- Changing “white elitist sport” attitudes
- Sport of a lifetime
- Seen as an alternate to drugs/criminality
- Broaden the talent pool
- Access to government/commercial resources
- More people participating in sport
- Dispelling racial/political undertones

Critical Success Factors

- Total buy in from all stakeholders – Including Clubs and golf estates
- Availability of financial resources
- Availability of physical resources (land and equipment)
- “action” orientated administrators
- Restructuring/innovative subscriptions
- Membership affiliation
- 16 BIS members integration into structures

Transformation Elements

- One national golfing body to incorporate
 - Women's Golf
 - Disabled Golf
 - Golf Development
 - Mens Golf (incl. jrs, snrs)
- Structured development programmes
- Sustainable and Measurable
- Transparent Selection Policies

Challenges to Transformation

- Teams not demographically representative
- Lack of equal opportunities to all
 - Administration
 - Playing
- Lack of access to resources
- Unity
- Restrictive club membership
- Community based facilities
- Engaging youth in traditionally disadvantaged areas

Transformation Priorities

- Immediate implementation of sustainable and measurable development programmes
- Building the base (exposure to all at schools)
- Increased exposure of disadvantaged to high performance programmes
- Integration
- Representation within teams

Action Plan

| PHASE ONE | | | | |
|----------------------|--|----------------------------------|--|------------|
| Priority Item | Action Steps | By Whom | By When | Rating 1-5 |
| Development Programs | Submission of Transformation plan to SAGA | EPGU | Sept 2011 | 5 |
| Integration | All golf bodies to be unified | EPGU, ECWG, EPJGF, EPSAGA, EPDGA | Sept 2020 | 3 |
| Selection Policy | <p>Clear policy to be set out</p> <p>Teams Representation</p> <p>4 man teams 1 player of colour</p> <p>6 man teams one player of colour</p> <p>8 man teams 2 players of colour</p> <ul style="list-style-type: none"> Premier Inter Provincial Team 1 player of colour | EPGU | <p>Dec 2009</p> <p>Immediate</p> <p>Immediate</p> <p>Immediate</p> <p>2020</p> | 5 |
| Resource Development | Develop and make available resources to all who wish to | EPGU | Sept 2020 | 5 |

| | | | | |
|-------------------|---|-------------------|----------|---|
| | play golf | | | |
| Administration | Ensure representivity | EPGU | Dec 2009 | 5 |
| Talent Management | Development of an academy for all elite golfers as identified by EPGU | EPGU | Dec 2010 | 5 |
| PHASE 2 | MONITORING/ REPORTING | EPGU – J Matiwana | Ongoing | 5 |
| PHASE 3 | EVALUATING | EPGU Executive | Ongoing | 5 |