

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Sleaford Golf Club call on everyone involved in golf to play their part in developing a culture that values women's involvement in every aspect of the sport, from participating to pursuing a career.

- Our aim is to increase the number of women and girls playing and working in golf.
- To achieve this goal and to enable women to flourish throughout golf, we recognise the need for a fundamental shift in culture. There is a clear ethical need for change and the potential economic benefits of growing the sport through more women and girls playing are substantial.
- The R&A commits to playing a leading role in this process and to working with affiliates, partners and the wider golf industry towards achieving this goal.
- In signing this Charter, we Sleaford Golf Club commit to making tangible efforts to develop a welcoming and inspiring environment for women. We will do more to attract women into golf, to remain, and to have rewarding careers.

The Charter:

- Is a statement of intent from the golf industry and Sleaford Golf Club, to unite and to focus gender balance at all levels
- Commits us all to supporting measures to increase the number of women, girls and families playing golf
- Calls for positive action to encourage women to pursue careers in all areas of the sport
- Recognises the need for change that creates an inclusive environment within golf and our golf club

Signatories commit to activate this Charter by:

- Developing and implementing an internal strategy for enhancing gender balance at every level
- Establishing senior management responsibility and accountability for gender balance and inclusion, which is discussed and reviewed at committee/board level with Sleaford Golf Club
- Strongly advocating more women and girls playing and working in golf.
- Working with key stakeholders to develop and embed a more inclusive culture.
- Promoting the Charter and our goal of encouraging more women and girls to play golf and work in golf.

How we at Sleaford Golf Club plan to achieve this

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
2. Have designated Champions/Mentors within the club who can assist and support new participants and members
3. To achieve and maintain 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific
4. To become a SafeGolf accredited club and ensure policies and procedures remain up to date
5. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Sleaford Golf Club:

Club Manager/Secretary: Nigel Pearce

Date: 12/1/2021

Signed: *Nigel Pearce*

Charter Champion: Carol Brinkworth

Date: 12/1/2021

Signed: *Carol Brinkworth*

These objectives will be embedded into the club business plan and reviewed on an annual basis, to ensure that this inclusive commitment remains robust.

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
1	Deliver a minimum number of two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns	<p>Our club currently <i>We have run an open day at the Club for all prospective new members. We have also run ladies group coaching on a regular basis throughout 2019.</i></p>	<p>By <i>We would like to provide group taster sessions for Ladies/Girls here at the Club to coincide with Girls Golf Rocks and Women's and Girls Golf week? We would also look to run regular Get into Golf sessions for women only. New lady members would be offered the New To Golf Membership which offers a 50% discount for the first 12 months of membership. Other alternatives would be our Flexible Membership for those who are returning to golf but do not have the time to commit to full membership.</i></p> <p><i>Social media such as Facebook and Twitter will be used to get the message out to the local community. This will be done with the help of our Membership and Marketing committee member. We may also need to recruit others to help with this. Ladies & girls will be offered New to Golf Memberships or reduced Junior Memberships.</i></p>	<p>End of 2021 <i>We would look to have completed the taster sessions by the end of July. We would then look to carry on with more group coaching from those that have taken part. We would look to have a regular 6 ladies taking lessons with hopefully two joining the Club. We would hopefully get 10 girls to the Girls Golf Rocks taster session with at least 2 wanting to join the Club.</i></p>
2	Have designated Champions/Mentors within the club who can assist and support new participants and members	<p>Our club currently <i>We do not currently have a buddy scheme but we are looking at recruiting at least one person from each section of the Club to assist with new members joining.</i></p>	<p>By Our Club Manager and Charter Champion will speak to and recruit members from the different sections of the Club to become Buddies. We will make use of the England Golf online buddy programme</p>	<p>We want to achieve <i>We would hopefully have recruited at least 6 buddies by July 2021. We would then look at expanding this in the coming months and years.</i></p>
3	To achieving and maintain 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific	<p>Our current Board and/or committee consists of: <i>We currently have a Management Committee of 9 people of which 2 are automatically ladies (Lady Captain & Lady Vice-Captain) The election process is open to all members of the Club and voted on at the AGM each year.</i></p>	<p>By: <i>We will look at promoting the Club to engage all sections of the Club but especially ladies.</i></p> <ul style="list-style-type: none"> <i>Promoting the need for more women to stand for election at AGM in monthly club newsletters and impact they can achieve by sharing roles and responsibilities</i> <i>Look to change the skills listed in the role descriptions to appeal to more women</i> 	<p>By 2024 <i>It may take a change in Club rules to make it compulsory for a minimum of 30% of the committee to be female. Hopefully with the correct promotion we can achieve this before the proposed date.</i></p>

4	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	<ul style="list-style-type: none"> a. Adopted the required club policies b. Appointed a Club Welfare Officer c. DBS checks are obtained for relevant club personnel d. Club staff and volunteers have obtained any required qualifications e. PGA Professional(s) are included on PGA SafeGolf Coaches Register 	<p>The management team at the club has approved all the policies and procedures. All documentation is up to date and has been shared your local England Golf Club Support Officer. We expect to complete by 31st March 2021 Our annual review date is 31st March 2022</p>	Keep a register of when the key policies and documentation needs to be updated and when key members of staff and volunteers need to undertake relevant training
5	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter	To capture and record a baseline of all the key measures we are committing to within the charter including membership data for our club to determine the impact of the charter	Formally share progress and updates/changes to the charter with England Golf moving forward	To provide annual measures to help determine the impact of the charter
		To appoint a charter champion utilising the role description provided. The champion will be responsible for the promotion, activation and reporting on the progress of the charter.	The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release	The charter Champion to provide England Golf with an annual report on progress on commitments made