

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Northampton 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 Northampton 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 Northampton 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 Northampton 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 Northampton 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. Promote a membership pathway, for women/girls and families to progress within the club
3. Have designated Champions/Mentors within the club who can assist and support new participants and members
4. To become a SafeGolf accredited club and ensure policies and procedures remain up to date
5. To achieving and maintain female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Northampton Golf Club :

Club Manager/Secretary/ Chairman:
Date: 21/12/2020

Signed: 

Charter Champion:
Date: 21/12/2020

Signed: 

These objectives will be embedded into the club business/operational 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>First initiative - We are delighted to have been chosen a a Girls Golf Rocks venue for 2021</p> <p>Second initiative - we have commenced a 'Get into Golf' campaign to attract more female beginners</p>	<p>By promoting girls and women's golf through social media, (Facebook, Instagram & Twitter) to all, promoting the campaigns to our existing membership and by encouraging our existing girl and Lady golfers to invite a friend to take up golf.</p> <p>Our team of professionals will promote these initiatives on social media, and publish photos and articles about their success to encourage others to join.</p>	<p>We are waiting for our England Golf Girls Golf Rocks pack, and plan to start the programme within 2 months of receipt. We would like to see at least 8 girls attending the sessions and 4 to become junior members.</p> <p>We have started weekly coaching for Get into Golf and already have 12 regular attendees, we would like to increase this to 16 by 30/6/21</p>
2	Promote a membership pathway, for women/girls and families to progress within the club	Our club has just introduced a beginner's golf membership for Ladies. £300 to include £50 on their bar card	We are promoting the membership to the 'Get into Golf' ladies. 4 Ladies have joined so far. Professionals Paul Hodgkiss & Lauren Taylor are promoting to the Ladies they coach	We would like 8 Get into golf Lady members. Review 30/6/21 and to see how many 'Get into Golf' Ladies become full members, To achieve 4 new full lady members through this scheme by 31/8/21
3	Have designated Champions/Mentors within the club who can assist and support new participants and members	New members are welcomed by the General manager who introduces them to the Lady Captain & Vice-Captain. They assist and support the new members and ensure that they are integrated into the club	Lady Captain & Vice Captain, supported by the other Ladies, assist and support the new members and ensure that they are integrated into the club, inviting them to play golf, and get them involved with social activities	We want to achieve a high level of retention of our new Lady members and would like to see at least 80% of them re-join. Review 31/3/21
4	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	<p>a. Adopted the required club policies</p> <p>b. Appointed a Club Welfare Officer</p> <p>c. DBS checks are obtained for relevant club personnel</p> <p>d. Club staff and volunteers have obtained any required qualifications</p> <p>e. PGA Professional(s) are included on PGA SafeGolf Coaches Register</p>	<p>The management team at the club has approved all the policies and procedures.</p> <p>All documentation is up to date on the England Golf portal and notify our local England Golf Club Support Officer. We expect to complete by 28/2/21.</p> <p>Our annual review date is 28/2/22</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	To achieving and maintain female representation on our	Our President is female. Our member's committee, which runs the golf side of the club, includes the Lady Captain and	Existing board to work with the Ladies section to identify ladies with the appropriate skills to fill future positions on the Board.	To achieve 25% female representation on the Board at the AGM the year following the establishment of the

	Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific	Vice-Captain so has 33% representation. The board of the newly established Limited Company (4 male directors at present) which runs the business does not include any ladies. No female nominations to become Directors were received for the EGM in November 2020	Vacancies on the board to be advised to all members and ladies to be encouraged to apply.	Limited Company by the current 4 directors (date not known as we are going through incorporation at present but review on 31/12/21)
6	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