

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Lytham Green Drive GC 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 Lytham Green Drive GC 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 Lytham Green Drive GC, 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 Lytham Green Drive GC
- 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 Lytham Green Drive GC Plan to achieve this

- Deliver a minimum number of 4 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
- Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
- Promote a membership pathway, for women/girls and families to progress within the club
- Have designated Champions/Mentors within the club who can assist and support new participants and members
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Lytham Green Drive GC:

Club Captain: Mr John Catterall Signed:
Date: 22nd December 2020



Charter Champion: Mrs Donna Sully

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 4 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns.	2020 – ‘Golf start package’ comprising 3 month trial membership and 6 group tuition sessions with a qualified PGA professional.	<ul style="list-style-type: none"> • Appointing a lady member to sit on a junior committee and work with the Professional to organise and develop a ‘Girls Golf Rocks’ programme. • Organising and supporting the ‘Ladies Get into Golf Taster Day’ and ‘Women on Par’ programmes inclusive of social welcoming activities. • Reviewing with the marketing team the Club’s promotion of the ‘Golf Start Package’ as applicable to girls, women and families. 	<p>Due to Government Regulations concerning COVID 19 we are not currently able to commit to delivering the following programmes until mid 2022: This will be reviewed when current restrictions are lifted to see if any can be delivered earlier.</p> <p>Ideally we would like to see the following number of participants at each initial programme:</p> <ul style="list-style-type: none"> • Girls Golf Rocks (6), • Ladies Get into Golf Taster day (4), • Golf Start Package (3), • Women on Par (30).
2	Formally promote inclusion to the wider community via the club website, social media accounts and local community groups.	Capturing and recording 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.	The club will formally display the charter commitments internally and externally via noticeboards, website, social media, local broadsheets, membership packs and by utilising England Golf communication opportunities.	<p>During 2021 we will:</p> <ul style="list-style-type: none"> • Review the Club’s website with the intention of removing as much gender specific content as possible e.g. to reference Members rather than Ladies and Gents. • Ensure that images used in promoting the Club are inclusive and do not suggest that golfers are of a particular gender/age/race etc.
3	Promote a membership pathway, for women/girls and families to progress within the club.	The first 7 day Lady members were admitted to the Club during 2020 and the current membership includes: 7 Day - 8 Ladies and 362 Gents 6 day – 39 Ladies and 92 Gents Additionally there are: 3 - Junior Girls aged 15/under, 0 - Junior Girls aged 16 to 18, 12 - Veteran Ladies and 23 - Life Member Ladies	<ul style="list-style-type: none"> • Utilising England Golf support to generate new initiatives that maximises women/girl progression within the Club. • The current pathway will be through the programmes identified in commitment 1 above i.e.: <ul style="list-style-type: none"> • Taster day • Golf start package <p>leading into 6 day or 7 day membership which will be supported by the mentoring scheme referred to in commitment 4 below and events such as ‘Women on Par’.</p> <p>The above will be promoted via the channels listed in commitment 2 above.</p>	During 2021 we will set targets for the number of M6 and M7 Members who are female but ideally we would wish to see an additional six M6 and three M7 female members.

4	Have designated Champions/Mentors within the club who can assist and support new participants and members.	There are no mentors or new member champions.	An existing lady member will be assigned to mentor or champion each new lady member.	<ul style="list-style-type: none"> • During 2021 we will define the role of a mentor/new member champion. • We will Implement the mentoring/new member champion scheme from the beginning of 2022.
5	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.	Mrs Donna Sully was appointed the Club's Charter Champion by the Club's Council on 18 th August 2020.	Achieved.	The Charter Champion will report to the Club's Council on progress and assistance required and will also provide England Golf with an annual progress report on the commitments made.
6	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 to be obtained for relevant club personnel d. Club staff and volunteers to obtain any required qualifications. 	<p>The Golf Section Committee will approve all required policies and procedures.</p> <p>Once all documentation is up to date it will be shared with our local England Golf Club Support Officer.</p> <p>We expect to complete this by 31st March 2021.</p> <p>Our annual review date is 1st February</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.