

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Scraptoft 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 Scraptoft 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 Scraptoft 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 Scraptoft 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 Scraptoft GC plan to achieve this

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
2. Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
3. Promote a membership pathway, for women/girls and families to progress within the club
4. Have designated Champions/Mentors within the club who can assist and support new participants and members
5. 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
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Scraptoft GC:

Chairman:
Date: 15th April 2021

Signed: Colin Griffiths

Charter Champion:
Date: 15th April 2021

Signed: Rebecca Suffolk

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	Maintain SafeGolf accreditation	Adopted the England Golf Safeguarding policy and the England Golf Safeguarding Audit policies and communicate this to our members, visitors, staff and volunteers. A Club Welfare Officers has been appointed with the relevant qualifications and training.	The management committee has approved all the policies and procedures. All documentation is up to date and has been approved by our England Golf Support Officer.	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.
2	Deliver the Girls Golf Rocks Programme for 2021, targeting beginner girls aged 10-14yrs to learn to play in a friendly, relaxed environment	SGC currently has 2 junior female members. It has in place an up-to-date Safeguarding policy and the Club Welfare Officer and Golf Professionals have attended UK SPC workshop and completed an online refresher course. They also have up to date DBS checks and attended a Time to Listen workshop within the last 3 years.	Initially with a taster session/session followed by structured girls only group coaching (as described below), delivered by the professional & volunteers. The aim will be to get the girls ready for the course. Once this is achieved the junior membership can be offered to the girls. Deliver two blocks of six-week consecutive girls only coaching sessions targeting 10-14yr olds. Delivered between May to October with the final session delivered out of the course. Promote the programme using the agreed marketing collateral both internally and to the local community, including schools.	Optional taster sessions targeting 10 across both sets of coaching blocks our minimum target is 16 (8 girls per block). We aim to convert 7 girls into further coaching and 5 into a form of membership at the club.
3	Promote a membership pathway to recruit girls and women via current membership incentive program.	Scraptoft Golf Club has 56 Lady members. These are all playing members and about half engage in 1-2-1 coaching by the professional staff.	The Professional staff will be running Ladies only introductory group lessons that will be backed up by a series of regular blocks of group lessons. We will run a social media marketing campaign once a month, specific to female audience, bringing awareness of the game and its benefits, followed by SGC group lessons	Target taster days x2. Target lady's participation x12. Target lady academy membership x6.

			<p>promotions. To regularly monitor the website hits and social media page likes. Marketing campaign will also include a series of video clips on our website from several current lady members promoting their individual experiences of being a member and playing the game. The lady's development group will help to make the transition from 'having a go' to 'playing on the course' as enjoyable and quick as possible. The membership pathway after this starts with an academy membership (off peak course use and monthly 121 lessons) to membership in 5,6 and 7 day categories.</p>	
4	<p>Achieve and Maintain no less than 30% female representative on the Management Committee.</p>	<p>The Management Committee is made up of 10 Elective Members, 2 Captains and a President, of which, 5 are women. This currently reflects a 38% female representation.</p>	<p>Maintain the ratio's by making sure that the management committee roles are not considered gender specific and actively encouraging women to apply to the board.</p>	<p>We would expect to maintain the current ratio of 15% - 20% female membership.</p>
5	<p>Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.</p>	<p>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.</p>	<p>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release</p>	<p>The charter Champion to provide England Golf with an annual report on progress on commitments made</p>