



## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Wortley 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 Wortley 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 Wortley 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 Wortley 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 Wortley GC plan to achieve this**

1. Deliver four 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 achieve and maintain 10% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific
5. To become a SafeGolf accredited club and ensure policies and procedures remain up to date
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

### **Signed on Behalf of Wortley GC:**

Club Manager/Secretary: Ken Oliver

Date:

Signed:

Charter Champion:

Date:

Signed:

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 four initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns	<p>A woman's Get into Golf Event and Girls Golf Rock, plus two Ladies open days, group coaching sessions they had to be cancelled due to the Coronavirus Lockdown</p> <p>We currently have 40 lady members, 20 playing. We have tried various recruitment paths including presentations to WI members, specific newspaper advertising and designed brochures specifically for ladies.</p>	<p><b>By</b> Summer 2021 we will have rearranged our last year's offerings, and with our new practice ground opening by summer 2021 it will be easier to arrange. Our current practice ground is 1 mile away from the club house however our new practice area is set around the clubhouse meaning ladies will feel safer and have brand new facilities at hand.</p> <p>The key targets are to increase Women, Girls (Junior and Cadet), Family and Boys (Junior and Cadet.) we have also appointed a new Junior Coach. We have only recently introduced a family membership category and will review in the autumn 2021. We use all the supplied England Golf adverts on our social media pages currently.</p> <p>It is our intention to acquire 10 new lady members in the next eighteen months and increase girls by a similar amount through our tie ups with local schools.</p>
2	Promote a membership pathway, for women/girls and families to progress within the club	<p>At Wortley we currently have approximately twenty lady playing members and two female juniors. Our ladies' section are very welcoming to new members and support our events to encourage more ladies and girls to play golf. We are not in a position currently to have an academy, but it is an aspiration to have one.</p> <p>We have also an introductory membership of up to twenty.</p>	<p>In the transition period we offer an introductory membership with reduced fees. We will also be providing a pathway into golf through our association with a local Grammar school for on-site practice and at the club practice ground. Our aim is to increase of the ladies by a minimum of 10 and a similar number of girls actively playing buy summer of 2022.</p> <p>Our satisfaction surveys take place every two years the next being in 2022</p> <p>Our ladies section meet monthly and supply feedback to the Management Committee.</p> <p>We plan to achieve our increase in numbers, through our social media presence, our website, new to golf open days, talks to WI and various other ladies groups, ask our lady members to bring a friend.</p> <p>We have advertising dispensers that take our tri-fold brochures in shops and will put our specific ladies offers when we stock these up</p>
3	Champions/Mentors within the club who can assist and support new participants and members	<p>The ladies section are very proactive with new participants, they offer a welcoming meeting and introduction.</p> <p>We are currently reviewing the pathway at the club to see where we can improve.</p>	<p>The ladies provide a buddy system so that someone joining can go to, they arrange it so new ladies play with different current members and encourage them to play competitions. They also invite new ladies to all of their social gatherings.</p> <p>We wish to improve our welcoming to the club, to make it a nicer relaxing experience and not to overwhelm them. We currently have 5 ladies who would act as buddies. Over the next 2 years we hope to recruit 10 new lady members through our recruitment activities.</p>

4	Achieving and maintain 10% female representation on our Management Committee and sub-Committees by actively promoting these positions.	<p>Our current management committee consists of eight with the Lady Captain sitting on it, our sub-committees have a higher percentage of ladies and all have voting rights in the various committees.</p> <p>The Captains are not allowed to serve on the board during their year in office we wish them to enjoy their year. They are invited to attend board meetings but do not have a vote.</p>	<p>We are currently in the process of becoming incorporated, and have had no response from any ladies to become directors. Our aspiration is to get at least one lady member on the board within two years.</p> <p>At least 3 director roles become available every year at the AGM and we will actively encourage ladies to apply. If a director role becomes available we would look to co-opt from the ladies section first. We have a current governance policy, taken from the England Golf Guide to governance and are currently adapting it for the limited company. We have also ask our advisors to have a look at the England Golf Skill Matrix so we can use it when looking for the right skill set for directors.</p> <p>We have earlier this year before lockdown contacted our club support officer regarding an offer to help with recruitment and retention and received support over the phone, when we can meet face to face it will be more beneficial in helping us with recruitment and retention. We also use the social media templates from England Golf on our Facebook page. We also have had delegates at the membership workshops which have been beneficial.</p>	
5	Maintain England Golfs SafeGolf accreditation.	<p>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>	<p>The management team at the club has approved all the policies and procedures.  All documentation is up to date on the England Golf portal and notify our local England Golf Club Support Officer.  Our annual review date is November 2021</p>	<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</p>
6	Promotion of the Charter	<p>We are in the process of appointing a Charter Champion encompassing the role description provided. Who will have responsibility for everything Charter related?</p>	<p>We will display the charter commitments internally through noticeboards, around the clubhouse and externally on our website, social media sites, press releases and membership packs.  We will review the effect annually with the Charter Champion</p>	