



## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

Scarcroft 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, Scarcroft 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 Scarcroft 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 Scarcroft 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 Scarcroft GC Plan to achieve this**

- Promote a membership pathway, for women and juniors to progress within the club. A Viking flexible membership has been created which could be used as a stepping stone into a full playing club membership
- Further integration of Women into the club both playing and helping within the club on sub committees and golfing occasions
- To become a SafeGolf accredited club and ensure policies and procedures remain up to date
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

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

Club Manager: Mick Thorpe  
Date: 17/12/2020

Signed:

Charter Champion: Everal Peck  
Date: 17/12/2020

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.

	<b>Commitment</b>	<b>Current Situation</b>	<b>How this will be achieved</b>	<b>Date/Progress/Targets/Comments</b>
1	<p>Promote a membership pathway, for women and juniors to progress within the club.</p> <p>A Viking flexible membership has been created which could be used as a stepping stone into a full playing club membership</p>	<p>We have a reasonably healthy but ageing Ladies section and wish to have a drive on membership. We currently have 90 Lady members. We are in the process of developing a new website and details of these initiatives will be available on the website.</p> <p>We also started a drive for more Juniors as we have not been able to run a Junior team for the last 5 years. We currently have 34 Juniors of which 18 are female.</p>	<p>We plan to hold introductory group lessons via the PGA team at SGC.</p> <p>We plan to host an Open Day and use Social Media to advertise these events. This Open Day is planned for 2021 but due to the current Covid lockdown has not been confirmed. It will be an opportunity to show people what golf and Scarcroft in particular has to offer. We plan this to be a taster day.</p> <p>A Junior room within the clubhouse is planned as well as 25 free Junior places have been on offer in an attempt to kick start the process.</p>	<p>Membership drive has already started on Social media and the club website.</p> <p>We are looking for 65 Viking members and to attract 20 Ladies in the first year after undertaking a series of coaching sessions.</p> <p>The Ladies and Pro's are looking to run some introductory sessions in the springtime.</p>
2	<p>Further integration of Women into the club both playing and helping within the club on sub committees and golfing occasions.</p>	<p>We currently have one Lady on the Board and more sit on the sub committees.</p> <p>Ladies can stand for the Board positions as we publish the job descriptions prior to the AGM's each year.</p> <p>We also publish what skills would be beneficial to add further value to the team.</p> <p>Our Board consists of 8 Directors, 6 of who are elected and 2 appointed. They are elected at the AGM, by the members which is held annually and serve for 3 year terms. The two appointed members are currently male but could be female. (Manager &amp; President)</p>	<p>Forums are being planned to promote how the club is run and how people can become involved without necessarily seeking election.</p> <p>We are asking and benefitting from more female involvement in forums and our newsletters.</p> <p>Ladies continue to be invited onto the subcommittees for various projects within the club and it is hoped they will then wish to also be involved at Board level.</p>	<p>We would look to utilise skills and resources of Ladies from within the club on more subcommittees and maybe even the Board at the next AGM. We currently have one Female on the Board and would look to increase that. With regard to subcommittees, we currently have;</p> <p>B &amp; F 4 men &amp; 3 Ladies          Communications 4 men &amp; 3 Ladies          Golf 4 men &amp; 3 Ladies          Social 5 men &amp; 10 Ladies</p> <p>We think this is a healthy situation and will look to at the very least maintain these numbers.</p> <p>The Ladies run successful open and club competitions but do so separately to the men's competitions. We would like to amalgamate this process.</p> <p>We are already working towards this end with more Ladies sitting on our Golf and handicapping committees.</p> <p>They also help run all our Open Day competitions. We plan to have all competitions and Open Days jointly run by 2023 The Golf Committee has undertaken this responsibility from 2021 and thereafter.</p> <p>The Golf Committee has 7 members of which 3 are female. It was decided it should include the Ladies Captain and the Ladies Competition secretary. It</p>

				was agreed this should be the minimum requirement going forwards.
3	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	<ul style="list-style-type: none"> <li>a. Adopted the required club policies</li> <li>b. Appointed a Club Welfare Officer</li> <li>c. DBS checks are obtained for relevant club personnel</li> <li>d. Club staff and volunteers have obtained any required qualifications</li> <li>e. PGA Professional(s) are included on PGA SafeGolf Coaches Register</li> </ul>	<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.</p> <p>We expect to complete by 31<sup>st</sup> March 2021 and the annual review date is 1<sup>st</sup> April.</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
4	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