**The R&A Women in Golf Charter**

A commitment to a more inclusive culture within golf

We, Burslem 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 Burslem 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 Burslem 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 Burslem 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 Burslem Golf Club plan to achieve this**

1. Become an active presence within the local community to promote women and girls golf at Burslem GC
2. Develop and promote a clear membership pathway for women and girls to progress within the club
3. Host a family open charity day to involve female golfers and non-golfers at Burslem GC
4. Maintain SafeGolf accreditation
5. Appoint a designated Charter Champion (Chris Wood) within the club who can assist with the promotion and reporting of the charter

**Signed on Behalf of Burslem Golf Club**

Club Secretary/Chairman: Signed: ***Dave Munro***

Date: 24/03/22

Charter Champion: Signed: ***Chris Wood***

Date:

24/03/22

These objectives will be embedded into the club business plan and reviewed on an annual basis, to ensure that this inclusive commitment remains robust.

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|  | **Commitment** | **Current Situation** | **How this will be achieved** | **Date/Progress/Targets/Comments** |
| **1** | Become an active presence within the local community to promote women and girls golf at Burslem GC | **Our club currently**  Has no working partnerships in the local area. | **By**  Visit all local schools to highlight what Burslem Golf Club has to offer in terms of girls taking up the sport and offer discounted or if possible free membership  Contact all local community groups to highlight what we can offer girls/women to take up the sport | Chris Wood to contact local schools and community groups to promote coaching and membership offers. |
| **2** | Develop and promote a clear membership pathway for women and girls to progress within the club | **Our club currently**  Doesn’t have a clear membership pathway for progression through the golf club | **By**  All under 16’s will be offered free membership with clear pathway put in place to full adult membership. | To be monitored by the Committee and retention of juniors into adult membership. |
| **3** | Host a family open charity day to involve female golfers and non-golfers | **Our club currently**  Hosts of an annual open charity event which is a mixed doubles event. | **By**  Encouraging women and girls to take part in friendly open charity event. Non-golfers also welcome as the event only requires them to putt. This is an opportunity to introduce new women and girls to the game and Burslem GC. | To be hosted on the August Bank Holiday weekend. |
| **4** | Maintain SafeGolf accreditation | . 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 | **By**  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 | Renewal due in November 2021 |
| **5** | Appoint a designated Charter Champion (Chris Wood) 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 |