

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Scarborough South Cliff 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 Scarborough South Cliff 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 Scarborough South Cliff 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 Scarborough South Cliff 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 Scarborough South Cliff GC plan to achieve this

1. We intend to deliver
 - a) "Get Into Golf" taster sessions aimed specifically at women and build on this each year.
 - b) Work with our PGA professional to develop a Girls Golf Rocks programme
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 Scarborough South Cliff GC:

Club Manager

Signed - Shaun Smith Date: 13.01.2021

Charter Champion

Signed E.A.Wrigglesworth Date: 13.01.2021

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	<p>We intend to deliver</p> <p>a) "Get Into Golf" taster sessions aimed specifically at women and build on this each year.</p> <p>b) Work with our PGA professional to develop a Girls Golf Rocks programme</p>	<p>Our club currently:</p> <p>a) Get Into Golf group</p> <p>b)PGA Teaching Professional who is actively involved with local schools. Although we have no Junior girl members, we have 6/8 girls working with our PGA pro</p> <p>We are a small section of 43 ladies of which approximately 32 are active. This year we have had 7 "New to Golf" Ladies 4 of these have progressed from last year's "Get Into Golf" and have obtained handicaps.</p> <p>Both groups have benefitted from our PGA Pro's use of indoor and outdoor practice facilities and club subsidised taster and coaching sessions</p>	<p>By:</p> <p>Continued promotion and expansion of the "Get Into Golf" initiative.</p> <p>Continue to provide subsidised taster and coaching sessions.</p> <p>Promoting junior girls through our "Junior" programme organisers.</p> <p>Initiate "Girls' Golf Rocks" programme with involvement of our PGA Pro.</p>	<p>Once the current restrictions are relaxed we will distribute "Get Into Golf" posters once again and continue with taster sessions. We would hope that these sessions would initially attract groups of 4/6 ladies.</p> <p>Local schools will again have use of our practice facilities once schools return to normal.</p> <p>We will apply for GIRLS GOLF ROCKS on/or before the 31st January.</p> <p>Our PGA Teaching Professional Ivan Oliver expects to increase our junior girl membership by approximately 15 once the present restrictions are relaxed.</p> <p>Monthly reports to the main committee</p>
2	<p>Promote a membership pathway for women/girls/families to progress within the club</p>	<p>Our Club currently:</p> <p>Has a "New to Golf" membership category which invites Get Into Golf players to become full club members.</p> <p>Designed, printed and distributed posters for Get Into Golf initiative and intend to develop this in the coming year.</p> <p>Installed a Swing Studio to be used by all members, including schools and new lady members with teaching by our PGA Teaching Professional. This proved to be very instrumental in keeping our 4 "Get Into Golf" ladies interested in meeting when the weather was inclement.</p>	<p>Further developing our Get Into Golf initiative with the help of our teaching pro.</p> <p>Club subsidised coaching indoors and outdoors for new lady members and juniors.</p> <p>Increasing the number of existing lady members willing to mentor the new lady members and supervise junior coaching (Buddy System).</p> <p>Encouraging new members to play on the course with established lady members and join our regular "clutch" groups to play non-qualifying (fun) games.</p> <p>Look at using Facebook to target new lady members in the Scarborough area.</p>	<p>We will build on last year's initiative to attract and retain new lady members.</p> <p>We would hope to increase our membership by 10%.</p> <p>Monthly reporting to ladies' and main committee.</p> <p>Build a resource to provide second hand golf equipment, shoes etc. for New to Golf ladies. Plan to hire this equipment for a nominal sum. Monies to go into a fund to "buy" replacement equipment and social events.</p>

3	Have a designated champion/mentor within the club who can assist and support new participants and members	<p>Has no official buddy scheme, but previous and present lady captains are currently fulfilling this role.</p> <p>Is nurturing the new lady members. The LC and previous LC have learned a great deal from this and other lady members are now volunteering to mentor these new lady members.</p>	<p>Providing access to the Golf Heroes E-learning.</p> <p>Establishing an effective buddy scheme A newly reorganised junior section with designated board member.</p> <p>Recognised pathway to full membership: "Get Into Golf" > "New To Golf Yr.1 > New To Golf Yr.2. Full Membership.</p> <p>Review cost of "New To Golf" Yr 2 to encourage retention.</p>	<p>Past Lady Captain appointed to ladies committee with responsibility for looking after new lady members and juniors.</p> <p>This will come into effect at our first Ladies Committee Meeting in January '21.</p> <p>Progress reporting to ladies committee and main board.</p>
4	To achieve and maintain 30% female representation on main board by actively promoting these positions linked to appropriate role description that is not gender specific	<p>Consists of 3 women on a board of 10 members.</p> <p>Have yearly elections at the AGM</p>	<p>Maintaining this situation by encouraging other women to stand for election in both ladies section and for main committee.</p> <p>Build upon our existing recruitment practices. Look to have role descriptors including a "Women In Golf Charter" Champion.</p> <p>We would look to use England Golf Governance guide to help improve the recruitment process.</p>	<p>As women in golf progresses we would like to see a designated role on the committee.</p>
5	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	<p>Our Club currently has:</p> <ul style="list-style-type: none"> 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 who have obtained any required qualifications e. A PGA teaching professional who is included on the PGA SafeGolf Coaches Register 	<p>The management team at the club has approved all the policies and procedures.</p> <p>All documentation is up to date on the England Golf portal and our England Golf Club Support Officer has been notified.</p> <p>We expect to complete by 31st March 2021. Our annual review date is 31st March each year.</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	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter	<p>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</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>Formally share progress and updates/changes to the charter with England Golf moving forward</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>To provide annual measures to help determine the impact of the charter</p> <p>The charter Champion to provide England Golf with an annual report on progress on commitments made</p>

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