

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Perranporth 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 Perranporth 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 Perranporth 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 level with Perranporth 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 Perranporth GC Plan to achieve this

- To achieve and maintain 30% female representation on our Committees by actively promoting these positions linked to appropriate role descriptors that are not gender specific.
- Deliver a minimum number of 4 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter
- Achieve England Golf's SafeGolf accreditation by 31st March 2021 & maintain this status annually.
- Promote a membership pathway, for women/girls and families to progress within the club

Signed on Behalf of Perranporth GC:

Club Manager:
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	To achieve and maintain 30% female representation on our committees.	We currently have no female representation on our management committee other than the Lady Captain who does not have a vote. We did have one female member of the 5 voting members but she resigned earlier this year.	All positions will be advertised with appropriate role descriptors that are not gender specific. Current committee members and the general manager will approach suitable candidates of any gender to ask them to consider standing. Further action may be needed in future years should this strategy fail to recruit at least one female committee member.	Progress on this will be measured at the next AGM which is due at the end of March 2021. We will be seeking one new committee member and a new club Chair.
2	To deliver 4 initiatives each year to target women/girls and families.	We are not currently running any initiatives to recruit any members, let alone any targeted recruitment.	Our PGA pro will be tasked with running Get into Golf Sessions that will specifically target women and families. He will also reach out to local schools and groups. We currently have a male Junior Organiser and we will look to try to recruit an assistant who may specifically focus on golf for girls. We will also review all our marketing material, including the website, to ensure a gender balance is shown.	A meeting will be arranged in Jan '21 with our EG CSO to plan initiatives for the forthcoming year. Attending will be the Club Pro, Charter Champion and General Manager. Charter Champion will review all advertising and marketing to ensure gender balance is maintained. At least one initiative will be delivered per quarter throughout the year.
3	To have a designated Charter Champion who can assist with the promotion and reporting of the charter.	We have now appointed Lauren Hulston as our Charter Champion. She will be responsible for the promotion, activation and reporting on the progress of the charter.	Our charter champion will be invited to attend quarterly MC meetings, as well as hold regular meetings with the club manager and club professional to monitor progress and discuss initiatives.	Champion recruited and in place. Charter Champion will report back to England Golf via Club Support Officer following quarterly management committee meetings, and as and when required throughout the year.
4	To become SafeGolf accredited.	Progress on this is well underway	Club management working closely with colleagues and EG CSO. We expect to be able to complete all requirements by the end of 2020.	Achieve accreditation by 31st March 2021. Complete annual reviews to maintain accreditation.
5	Promote a membership pathway, for women/girls and families to progress within the club	It is currently difficult for anyone, especially women and juniors to join the club as we have a difficult course.	18 forward tees are being constructed. We also have a new Club Professional who has been tasked with providing events to attract women/girls and families to golf. We will also introduce a 'buddy' system for these groups to help them progress.	Forward tees to be opened and in use by start April 2021. Forward tees to be included on score cards by Jan 2021 in readiness. First 'get into golf' initiative to be scheduled for late March 21 with a second in June. 4 x buddies to be trained and signed up by April 21, with the addition of 4 more by Sept 21.

R&A



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