



## Lightcliffe Golf Club

We, Lightcliffe 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 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 Lightcliffe 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 to unite and to focus on gender balance at every level.
- 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.

Signatories commit to activate this Charter by:

1. Aim to increase the Ladies' section by 4 playing members per year and achieve a balanced representation across age and handicap range.
2. Continue to provide a wide range of golf and social activities to appeal to the ladies' membership that encompasses all age groups and membership types.
3. Continue to have a high participation in competition, match and friendly golf.
4. Continue the Ladies' Academy in order to bring in new players and support them to develop their golf.
5. Provide opportunities for ladies to be involved in the running of the club and of golf events at LGC.
6. Communicate, promote and publicise the Charter within the local area.

Lightcliffe Golf Club is committed to providing a more inclusive culture within golf. Our objectives will be reviewed annually to ensure the club's commitment remains robust.

**Signature**     *J A Wardingley*

**Club President 2020:** John Wardingley

Date: 26.1.2021

**Charter Champion:** Judith Crowther

Date: 26.1.2021

## Lightcliffe Golf Club

### Women in Golf Charter – Club Commitments

|              | Action   | Current Situation   | How this will be achieved – year 1 | Progress and comments | Targets |   |         |    |         |    |         |    |      |   |  |   |  |
|--------------|--|---|------------------------------------|-----------------------|---------|---|---------|----|---------|----|---------|----|------|---|--|---|--|
| 1.           | Aim to increase the Ladies' Section by 4 playing members per year and achieve a balanced representation across age and handicap range. | <p>In August 2020 we had 71 female playing members.</p> <p>The age profile ranges is as follows:</p> <table border="1"> <tr> <td>Junior girls</td> <td>5</td> </tr> <tr> <td>30 – 50</td> <td>4</td> </tr> <tr> <td>51 – 60</td> <td>25</td> </tr> <tr> <td>61 – 70</td> <td>20</td> </tr> <tr> <td>71 – 80</td> <td>14</td> </tr> <tr> <td>80 +</td> <td>3</td> </tr> </table> | Junior girls                       | 5                     | 30 – 50 | 4 | 51 – 60 | 25 | 61 – 70 | 20 | 71 – 80 | 14 | 80 + | 3 | <ul style="list-style-type: none"> <li>✓ Continue with the annual Taster Day for women and girls with 10 people at the session.</li> <li>✓ Continue with the Ladies Academy with at least 1 group of 6 taking part in this year.</li> </ul> <p>Taster days are advertised on Facebook, in local shops and schools as well as through members own social networks</p> <ul style="list-style-type: none"> <li>✓ Using face to face discussions or telephone surveys; track recruitment and retention in terms of: <ul style="list-style-type: none"> <li>❖ Number of members joining/leaving</li> <li>❖ Reasons for joining/leaving</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>✓ <b>Membership has been reviewed for 2021.</b></li> <li>✓ <b>A standard agenda item has been added to the Ladies Committee meetings</b></li> <li>✓ <b>The committee is clear about all the reasons for the members who have left in 2021</b></li> </ul> | <ul style="list-style-type: none"> <li>✓ <b>March 2021 membership numbers to be reviewed and recorded.</b> <ul style="list-style-type: none"> <li>• Monitored at each monthly Ladies committee meeting and at quarterly Board meetings.</li> </ul> </li> </ul> |
| Junior girls | 5  |   |                                    |                       |         |   |         |    |         |    |         |    |      |   |  |   |  |
| 30 – 50      | 4  |   |                                    |                       |         |   |         |    |         |    |         |    |      |   |  |   |  |
| 51 – 60      | 25   |   |                                    |                       |         |   |         |    |         |    |         |    |      |   |  |   |  |
| 61 – 70      | 20   |   |                                    |                       |         |   |         |    |         |    |         |    |      |   |  |   |  |
| 71 – 80      | 14   |   |                                    |                       |         |   |         |    |         |    |         |    |      |   |  |   |  |
| 80 +         | 3  |   |                                    |                       |         |   |         |    |         |    |         |    |      |   |  |   |  |

|    | Action   | Current Situation  | How this will be achieved – year 1   | Progress and comments  | Targets   |
|----|--|--|--|--|---|
| 2. | Continue to provide a wide range of golf and social activities to appeal to the ladies' membership that encompasses all age groups and membership types. | <ul style="list-style-type: none"> <li>Members of the Academy ( 2 groups of 6 people in each) are invited and encouraged to join social events throughout the year.</li> <li>All new members are partnered with a 'Golf Buddy' to help them gain a handicap and integrate into the club.</li> <li>104 weekly competitions are played on Wednesday and Sunday to provide the opportunity for working women to participate.</li> <li>There are 9 hole stableford competitions each week for the older members. (52 per year)</li> <li>All novices are invited to participate in Lady Captain's Day.</li> </ul> | <p>Continue with the current arrangements as they have been extremely successful in 2019 with the following achievements:</p> <p>4 new members Academy members ( not run due to Covid19)<br/>6 members acting as Golf Buddies</p> <p>The competitions range from stablefords; medals; texas Scrambles; matchplay and fun competitions.</p> <p>Handicaps range from 7 to 54</p> <p>Usually, we field 2 teams in interclub matches and reached the final in the A team division in 2019.</p> <p>In 2019 a '9 and dine' was held on a monthly basis</p> | <ul style="list-style-type: none"> <li>As soon as the Government ease lockdown the Ladies Committee will set a plan for social activities.</li> <li>✓ <b>All new members will be allocated a golf buddy.</b></li> <li>A monthly mixed social golf has been arranged for 2021</li> <li>A new mixed stableford competition with a level playing field is being organised for Saturdays</li> <li>✓ <b>Explore the introduction of a new 9 hole summer knockout competition.</b></li> <li>✓ <b>Survey members to get a better understanding of their views</b></li> <li>✓ <b>Develop the 'buddy 'system for all new members</b></li> <li>Explore the possibility of a paid Junior Organiser.</li> <li>✓ <b>Registered 2 teams for the interclub matches for 2022.</b></li> <li>✓ <b>A mixed social golf has</b></li> </ul> | <p><b>Provide an annual progress report to the Board which would start with a base line report for 2020 to include:</b></p> <ul style="list-style-type: none"> <li><b>Number of women members</b></li> <li><b>Number of Academy members</b></li> <li><b>Number of golf buddies</b></li> <li><b>Range of competitions</b></li> <li><b>Range of handicaps</b></li> <li><b>Number of team players in interclub competitions</b></li> <li><b>Range of social activities</b></li> <li><b>DONE</b></li> </ul> <p>Following on from that each year the report would include the same categories but report on the:</p> <ul style="list-style-type: none"> <li>Number of new women members</li> <li>Number of women and girls enrolled in the Academy</li> <li>Numbers of members playing in weekly competitions.</li> <li>Any competitions added to the calendar</li> <li>Number of social events held in the year.</li> </ul> |

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|--|--|--|--|--|---|
|  |  | <ul style="list-style-type: none"> <li>• A social network is provided through a Whatsapp group.</li> <li>• Transport is always provided to annual outings to enable all to participate.</li> </ul> |  | <p>✓ <b>been arranged for 2021<br/>A Rules evening for all members held in July.</b></p> | <ul style="list-style-type: none"> <li>• Review of success in inter club competitions</li> </ul> <p>Success for 2021 would be to retain the range of activities and competitions and have sustained the number of members in each category.</p> |
|--|--|--|--|--|---|

|    | Action   | Current Situation  | How this will be achieved – year 1  | Progress and Comments   | Targets  |
|----|--|--|---|---|--|
| 3. | Continue to have a high participation in competition, match and friendly golf. | <ul style="list-style-type: none"> <li>• Compete in all inter club events in the county with an A and B team with 7 people in each team.</li> <li>• 3 friendly matches a year against other clubs, with 7 people in each team for members with handicaps of 36 and above.</li> <li>• An annual away day with over 20 members taking part.</li> <li>• Good participation in open days and competitions.(see across)</li> <li>• Provide 9 hole stableford competitions for older members to continue to participate. (see across)</li> </ul> | <ul style="list-style-type: none"> <li>• Promote all golf events to female members with regular reminders from the Ladies Committee.</li> <li>• Continue with the 'Captain's Chatter' monthly newsletter.</li> <li>• Continue with the weekly Club Blog.</li> <li>• Encourage members to participate in club matches.</li> <li>• Review the competition success after each event via member feedback and use this to inform the calendar/diary for subsequent years.</li> </ul> | <ul style="list-style-type: none"> <li>✓ <b>The monthly Captain's Chatter informed all members of the WiG Charter.</b></li> <li>✓ <b>There is daily communication with women members through 2 Whatsapp groups</b></li> <li>✓ <b>A practice match for A and B team members takes place on 19 April</b></li> <li>✓ <b>All inter club league matches have been arranged and members invited to play in the teams</b></li> <li>• A new evening league has been set up for 2021</li> <li>✓ <b>A standard agenda item has been added to the Ladies Committee meetings</b></li> <li>✓ <b>Explore the introduction of a new 9 hole summer knockout competition.</b></li> <li>✓ <b>Survey members to get a better understanding of their views</b></li> </ul> | <p>Participation encouraged and monitored regularly (prior to and after each event) and adjust the fixture list for the following year.</p> <p>2020 has been a difficult year with the restrictions of Covid19 but an average of 15 members entered the 18 hole competitions and an average of 5 ladies in the 9 hole stablefords.</p> <p>This would be a standard item on the monthly meetings of the Ladies Committee.</p> |

|    | Action  | Current Situation  | How this will be achieved – year 1   | Progress and Comments  | Targets   |
|----|---|--|--|--|---|
| 4. | Continue the Ladies' Academy in order to bring in new players and support them to develop their golf. | <ul style="list-style-type: none"> <li>There are 5 ladies and 2 girls in the Academy in 2020, a reduced number due to Covid 19.</li> </ul> | <ul style="list-style-type: none"> <li>Continue with the annual Taster Day in March for women and girls.</li> <li>Promote the Taster Day and the Academy through social media with paid adverts on Facebook.</li> <li>Support the professional and encourage people to join the Academy.</li> <li>Invite Academy members to join social events.</li> </ul> | <ul style="list-style-type: none"> <li>✓ <b>The Ladies Taster Day has been set and advertised on 17 April.</b></li> <li>✓ <b>Develop an 'Easy to understand' presentation of the Rules of Golf for new members.</b></li> <li>✓ <b>Academy members joined the Rules evening.</b></li> </ul> | <p>Taster Days are organised by the Lady Captain and the Professional.</p> <p>Taster Days are organised to take place in early April before the start of the season, allowing time to organise the new Academy sessions, which run through the summer</p> <p><b>The academy sessions for ladies and girls run with 6 people in each group and the Pro has the capacity to run 2 sessions per year, aiming for a conversion rate of 50% to membership. ONGOING</b></p> |

|    | Action  | Current Situation   | How this will be achieved – year 1   | Progress and Comments   | Targets   |
|----|---|---|--|---|---|
| 5. | Provide opportunities for ladies to be involved in the running of the club and of golf events at LGC. | <ul style="list-style-type: none"> <li>• The Board consists of 10 people including the Lady Captain as an ex-officio member.</li> <li>• There is currently 1 elected female board member, Director of House.</li> <li>• There are 3 female members of the Golf Committee.</li> <li>• There is 1 female member of the Greens Committee.</li> <li>• We have 5 female members of staff including the Bar and Catering Manager.</li> <li>• We have a Ladies Committee of 12 elected members.</li> </ul> | <ul style="list-style-type: none"> <li>• Encourage Ladies to stand for the Ladies Committee and the Board.</li> <li>• Aim to continue to have 20% representation on the Board.</li> <li>• Members are appointed onto the Board at the annual AGM in March. Recruitment takes place in the weeks/months beforehand by advertising any vacancies throughout the club.</li> <li>• New Board members are taken through a hand over process and offered support from previous experienced members including through the use of role descriptors.</li> </ul> | <ul style="list-style-type: none"> <li>✓ <b>A WiG Committee has been set up with 4 members – 7.4.21</b></li> <li>✓ <b>Discussion at Board of promoting the opportunities 'to get involved' available to all members</b></li> <li>✓ <b>Ensure the Ladies Constitution is relevant</b></li> </ul> | <p>Provide an annual progress report to the Board, which would include:</p> <ul style="list-style-type: none"> <li>• New Ladies Committee members</li> <li>• Women members who have been involved in running club events</li> <li>• Feedback from women members involved in the Greens and Golf Committees including suggestions for improving the involvement of women members.</li> </ul> |

|    | Action  | Current Situation  | How this will be achieved – year 1   | Progress and Comments  | Targets  |
|----|---|--|--|--|--|
| 6. | Communicate, promote and publicise the Charter within the local area. | <p>LGC has a website, Facebook account and internal members Blog.</p> <p>Feedback from the blog is measured by the number of members that open it each week and also through face to face discussions around the course and the clubhouse.</p> <p>Social media interaction is measured by the number of people who engage with each site.</p> <p>There are currently 213 likes on Facebook with 224 followers. Twitter has 184 followers</p> | <ul style="list-style-type: none"> <li>Formally display the Charter details and commitments internally and externally on noticeboards, Blog, website and social media.</li> <li>Link to England Golf 'Women and Girls' Golf Week.</li> </ul> | <ul style="list-style-type: none"> <li>✓ <b>The monthly Captain's Chatter informed all members of the WiG Charter.</b></li> <li>✓ <b>There is daily communication with women members through 2 Whatsapp groups</b></li> <li>• Develop a joint 'whole club' communication from both Captains</li> </ul> | <p>Provide an annual progress report to the Board which would include:</p> <ul style="list-style-type: none"> <li>Any new initiatives from EG</li> <li>Statistics on new women members</li> <li>Statistics of social media interaction.</li> </ul> |