



**ENGLAND
GOLF**

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Patron: Her Majesty the Queen

Monday 17th October 2022

Dear Burnham Beeches Golf Club,

Women in Golf Charter – Club Signatory

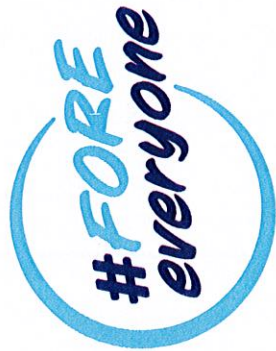
I was personally delighted to read the commitments that you have made as part of your contribution to the delivery of the Women in Golf Charter.

Burnham Beeches Golf Club will be inspiring other clubs from across the country to develop a more inclusive culture within golf for more women and girls to develop across all levels of the sport. The commitments and targets you have set yourselves are ensuring we continue to develop as a sport and it's fantastic to see you are working on all aspects of the club from club governance to recruitment and retention.

Thank you to all those at Burnham Beeches Golf Club who have worked to implement the Women in Golf charter to this point and we are looking forward to continuing to work with you to achieve your commitments.

I wish you all the very best for the remainder of 2022 and look forward to following your future progress.

Jeremy Tomlinson
England Golf CEO



WOMEN IN GOLF CHARTER

This is to certify that
Burnham Beeches Golf Club
is a registered signatory of the Women in Golf Charter.

By working towards its Charter Commitments, this signatory is contributing towards creating a positive change in golf, one which will create a more inclusive culture that encourages more women and girls to thrive in the game.

Signed by:

Martin Slumbers
Chief Executive, The R&A

Signed by:

Jeremy Tomlinson
Chief Executive Officer, England Golf



The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf at Burnham Beeches Golf Club

We, Burnham Beeches 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 Burnham Beeches 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 Burnham Beeches GC, to unite and to focus on 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:

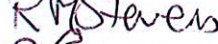
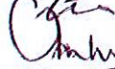


- Developing and implementing an internal strategy for enhancing gender balance at every level
- Establishing senior management responsibility and accountability for gender balance and inclusion, which is discussed & reviewed at committee/board level within Burnham Beeches GC
- Strongly advocating more 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 Burnham Beeches GC plan to achieve this

1. Increase the number of Women golfers within the club in order to work on the golf gender gap we currently have in our membership.
- 2(a) The Ladies Captain to have the same rights, communication and consultation as the Club Captain, including attendance at Board Meetings to represent Ladies.
- 2(b) To potentially change the constitution of the Club so that there is a Mens' Captain and a Ladies' Captain; this is dependent on the approval of members.
3. Promote volunteering opportunities for women and girls in the club.
4. Move from gender-based to ability-based tees by 1st April 2023
5. To stage some mixed gender individual competitions on the same day at the weekend.
6. To actively promote female presence on the Board accepting that vacancies should be filled by members with the most appropriate skills and experience for the roles.
7. Appoint designated Charter Champion (s) within the club who can assist with the promotion of the charter, recording a baseline for the commitments in the charter and reporting on the progress in implementing the charter.

Signed on Behalf of Burnham Beeches GC:

Ladies Captain: Margaret Stevens
 Club Captain: John Smith
 Charter Champion: Maggie Southerden
 Chairman: Gary Taylor

Signed: 
 Signed: 
 Signed: 
 Signed: 

Date: 13.10.2022
 Date: 13.10.2022
 Date: 13.10.2022.
 Date: 13-10-2022

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	Increase the number of Women golfers within the club in order to work on the golf gender gap we currently have in our membership.	Women currently account for 18.5% of our membership. This equates to 140 individuals. We are actively trying to increase this number over the coming years.	<ul style="list-style-type: none"> a) Promoting inclusion to the wider community and offering additional activities. b) Delivering at least two introductory programmes per year targeting women and girls. c) Providing a pathway to membership for women and girls and golf course access via a short academy course (currently the blue course) to be in place by April 2023. 	<p>After our membership renewals in April 2023 we aim to have increased the number of Women within the membership to 20%.</p> <p>If this is achieved, we shall aim as a minimum to maintain this level, if not continue its growth into 2024.</p>
2(a)	The Ladies Captain to have the same rights, communication and consultation as the Club Captain, including attendance at Board Meetings to represent Ladies.	The Ladies' Captain does not currently attend Board Meetings. The Club Captain does attend Board Meetings.	The Chair of the Board to extend an invitation to the Ladies Captain to attend Board meetings.	By the end of October 2022 the Ladies Captain attends Board meetings
2(b)	To potentially change the constitution of the Club so that there is a Men's Captain and a Ladies' Captain; this is dependent on the approval of members.	There is a Club Captain and a Ladies Captain of the Ladies section of the Club.	<p>Obtain members approval of a resolution at an AGM to amend the definition of "Captain" and "Vice-Captain" in the Interpretation section in the Articles to "Men's Captain" and "Men's Vice-Captain and also make changes to Articles 39 and 40 to provide for the election of a Men's Vice-Captain at the ACM.</p> <p>By actively encouraging women to come forward in order to increase female participation at all levels in BBGC.</p> <p>Include a question in the next members survey asking if members are interested in volunteering and request details about their skills and experience.</p>	By end April 2023 the Club's Articles have been changed to "Men's Captain" and "Men's Vice-Captain and provide for the election of a Men's Vice-Captain at the ACM.
3	Promote volunteering opportunities for women and girls in the club.	There are many volunteering roles on the Board, Captain's Committee, Ladies Committee, various Sub-Committees and the Juniors Support Team. The Board promoted Board and Captain's Committee and Sub-Committee roles to all members earlier this year. The number of men on all these bodies is 33 and the number of women 19.		By Autumn 2022 conduct a members survey asking members if they are interested in volunteering.
4	Move from gender-based to ability-based tees by 1st April 2023	Ladies use Red tees. Men use Yellow and White tees.	Liaise with Greens Sub-committee to include in the Writer works programme the introduction of ability based tees and work with the BB&O to obtain an official slope rating for the current Blue course and for	The move from gender-based to ability-based tees is complete by 1st April 2023

			Ladies off the current White tees.	
5	To stage some mixed gender individual competitions on the same day at the weekend.	Currently there are no mixed individual competitions, and we are keen to establish such events.	The first mixed event will take place on 23 rd July. Review feedback from this event and continue to evolve such events going forward.	Finalise plans in time to include competitions in the diary for next year – November 2022.
6	To actively promote female presence on the Board, accepting that vacancies should be filled by members with the most appropriate skills and experience for the roles.	Currently 20% of the Directors are female.	Publish Director's job descriptions to members on the web-site.	By end of September 2022 the Director's job descriptions are on the Club's web-site.
7	Appoint designated Charter Champion (s) within the club who can assist with the promotion and reporting of the charter	To appoint Charter Champion (s) utilising the role description provided. The Champion (s) will be responsible for the promotion, activation and reporting on the progress of the charter.	The club will display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release.	Formally share progress and updates/changes to the charter with England Golf moving forward. The Charter Champion (s) to provide England Golf with an annual report on progress on commitments made
			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.	Report progress on commitments made internally on a quarterly basis.