

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Glossop and District 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 Glossop and District 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 Glossop and District 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 Glossop and District 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 Glossop and District GC plan to achieve this:

1. Increase the number of female playing members at Glossop Golf Club
2. Make the club competition offer more diverse, inclusive and attractive for new members and beginners.
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
7. Achieve and maintain the SafeGolf accreditation

Signed on Behalf of Glossop and District GC:

Club Manager / Chairman: Michael Peake
Date: 22/02/21

Signed:

Charter Champion: Patricia Wood

Signed:

Date: 22/02/21

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 female playing members at Glossop Golf Club to 50 by December 2021.	In 2019/20 the club had a total of 28 playing female members. In addition there were 5 academy members who were participating in a 'Car Park to Course' initiative with our Club Professional.	<ul style="list-style-type: none"> • Offer a 3 month trial memberships to all new women and girl members at a reduced cost of £100. • Offer an onboarding process to all new members to ease the transition to the club. And an exit interview for those trial members that do not wish to continue with a playing membership to understand the reasons why. • Advertise on club website and social media outlets. 	<p>November 2020: We have a total of 40 female playing members. This includes 6 trial members who have converted to full members and a further 4 that converted from the academy membership.</p> <p>We are making excellent progress towards our target of 50.</p>
2	Make the club competition offer more diverse, inclusive and attractive for new members and beginners.	In 2019/20 approximately only 1 in 4 of the weekly competitions were open to players with handicaps over 36.	<ul style="list-style-type: none"> • In May 2020, the Ladies Committee gave approval to open up all weekly competitions to all female members including trial and handicaps up to 54. • All weekly competitions were adapted to include all female members including trial and handicaps up to 54. 	From May 2020 all weekly competitions have included all handicap levels up to 54 with both 9 hole and 18 hole competition options. To help the transition of the new members, 6 special team competitions were played to include all abilities.
3	Promote a membership pathway, for women/girls and families to progress within the club	<p>Junior membership for U12 is £10 per year and 13-18 year olds pay £78 per year. All children and grandchildren (aged 13-18) of five-, six-, and seven- day members pay £10.</p> <p>Junior academy membership (primarily for beginners) costs £25 per year or £10 for children and grandchildren of existing members. Parents/guardians are eligible for free social membership.</p>	Continue with current membership offer and ensure all new members are aware of the reduced junior membership fees for their children/grandchildren.	Target is to have 10 junior members by the end of 2021 (at least 2 junior girls).

		Family membership offer – parents pay a reduced rate if they join together, and children (U18) are free. This concession is extended to U21 if they are in full time education.		
4	Have designated Champions/Mentors within the club who can assist and support new participants and members.	<p>A mentoring programme led by our Lady President and supported by experienced lady members. This consists of 4 active mentors which works well for the numbers of new lady members. Support is offered to new lady members and importantly at their pace and within their comfort zone.</p> <p>Weekly group sessions outside of Ladies competitions are run. New members are encouraged and introduced to playing on the course by their mentor to support learning of course etiquette.</p> <p>Team competitions have included a mix of handicaps to support the learning of the rules of golf and etiquette, as well as bringing some fun in to the experience.</p>	Continue with the successful mentoring programme and flexing the competitive opportunities to include new members and beginner golfers.	2021: Continue the mentoring programme and review the number of mentors periodically to ensure sufficient support is given to new 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.	<p>The Council has three female members which makes up 27% of the eleven strong team.</p> <ul style="list-style-type: none"> • House committee: 50% female representation. • Greens committee: 25% female representation. • Golf committee: 17% female representation. • Social committee: 67% female representation. <p>Council members are all elected at the AGM. Committee members are</p>	<p>To reach and maintain 30% it in future years:</p> <ol style="list-style-type: none"> 1. Implement role descriptions to aid transparency about what the role entails and offers. 2. Complete a skills matrix of the existing council to ascertain gaps in current skills. 3. Promote the need for more women to stand for election at the AGM in communications with the membership. Especially with the large increase in female membership in the last twelve months. Include insights into current female experiences of their roles on the council and/or committees. 	<p>November 2020: The Council has moved from 18% to 27% female representation in 2019.</p> <p>Target is to reach over 30% by 2023.</p>

		invited onto the committees by the Chair of each committee.		
6	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter	<ul style="list-style-type: none"> 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 To appoint a charter champion utilising the role description provided by England Golf. The champion will be responsible for the promotion, activation and reporting on the progress of the charter. 	<ul style="list-style-type: none"> Formally share progress and updates/changes to the charter with England Golf moving forward. The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release. 	<ul style="list-style-type: none"> To provide annual measures to help determine the impact of the charter. The Charter Champion to provide England Golf with an annual report on progress on commitments made.
7	Achieve the SafeGolf accreditation prior to the March 21 st deadline and maintain it going forward to assist with promoting junior girls golf.	<ul style="list-style-type: none"> SafeGolf/Junior Golf committee are set up and progressing the accreditation. Committee has appointed a child welfare officer, who is registered for an upcoming Time to Listen course. DBS checks for all members working with junior golfers have been sent to EG Compliance on 22/1/21. 5 members are registered to attend an SPC course by 1st week of March 2021. 	<ul style="list-style-type: none"> See actions in previous column. 	<ul style="list-style-type: none"> To achieve SafeGolf accreditation by the end of March 2021. Target to have 10 junior members by the end of 2021 (at least 2 junior girls).