## **The R&A Women in Golf Charter**

A commitment to a more inclusive culture within golf

We, Burnley 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 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 Burnley Golf Club commit to making tangible efforts to develop a welcoming and inspiring environment for women. We will work hard to attract more women into golf, to remain, and to have rewarding careers.

**The Charter:**

* Is a statement of intent from Burnley Golf Club, to unite and to focus gender balance at all levels
* Commits Burnley Golf Club 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 at 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 at Burnley Golf Club
* 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 Burnley Golf Club plan to achieve this:**

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
2. Promote a membership pathway, for women/girls and families to progress within the club
3. Have designated Champions/Mentors within the club who can assist and support new participants and members
4. To become a SafeGolf accredited club and ensure policies and procedures remain up to date
5. To achieve and maintain 30% female representation on our Board of Directors by actively promoting 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 Burnley Golf Club:**

Club Manager/Secretary/ Chairman: Mr Alan Green QPM Signed:

Date:

Charter Champion: Mrs Joyce Green MBE Signed:

Date:

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.

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|  | **Commitment**  | **Current Situation** | **How this will be achieved** | **Date/Progress/Targets/Comments** |
| **1** | Deliver a minimum number of two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns. | We host annual Open Days which encourage families to our club and we have family fun competitions to encourage group participation. From these days we organise taster sessions coffee and chat groups and group tuition. We currently have 30 women and 6 girl members, around 20 of whom engage regularly in club competition. We will promote these initiatives to encourage more participation, particularly for our younger members. We support the Girls Golf Rock initiative and have been selected to run sessions in 2021.  | We usually have open days in April and August but intend to host one in July, when hopefully we will be free of current restrictions.In respect of Girls Golf Rocks we await direction, but are totally committed to deliver this programme in 2021. | Open Day scheduled for Sunday 18th July 2021. We will seek to attract 100 to 150 new people to visit our club and encourage ongoing participation from 30-40 of those.Girls Golf Rocks: Awaiting further information, but if able to go ahead we already have eight girls awaiting sign up and hope to attract 16 in total. |
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| **2** | Promote a membership pathway, for women/girls and families to progress within the club. | We do have established pathways for women and girls and these need to be strengthened and widened to include family pathways.  | 1. We will revisit our marketing and membership categories/offers to ensure families are welcomed into our club.
2. We will document and promote our pathways and utilise our social mediums to promote positive images of women, girls and families enjoying their golfing experiences.
3. We will ensure our membership are kept informed and updated with all these initiatives.
4. We will review and update our social media to ensure our message and imagery projects our positive and encouraging stance.
 | 1. Review marketing and family memberships by 28.02.21.
2. Document pathways and promote.
3. We will regularly inform our membership via Club Newsletters and V1 publications and also via our closed FB group
4. Ensure revised website is ‘family friendly’ and positively promotes our commitments.
5. Introduce family competitions and golfer/non golfer competitions to encourage participation and enjoyment.
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| **3** | Have designated Champions/Mentors within the club who can assist and support new participants and members.  | Our club currently has a Women and Girls Golf Co-ordinator who works with our Mentors to ensure new members are supported on their golf journey at our club. | We will review and re-energise our Mentors, document responsibilities, to ensure that we provide the encouragement, contact and support for all new women, girls and family members. Introduce regular ‘get togethers’ for Mentors and new members to enable more interaction and opportunities to socialise and learn golf together. | Organise regular Mentor Meeting once restrictions are lifted.Agree responsibilities and document as a ‘Guide for Mentoring at Burnley Golf Club’. To be developed and implemented by 01.04.21.Arrange friendly ‘get togethers’ as soon as able. |
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| **4** | To become a SafeGolf accredited club and ensure policies and procedures remain up to date. | a. Adopted the required club policies b. Appointed a Club Welfare Officerc. DBS checks are obtained for relevant club personneld. Club staff and volunteers have obtained any required qualificationse. PGA Professional(s) are included on PGA SafeGolf Coaches Register | Points a,b,c,d have been achieved and we work closely with our England Golf Club Support Officer to complete our accreditation.  | Update Policy Register to include all key Policies and review dates.Establish a Register to monitor training and course dates to ensure all training/DBS checks etc. remain relevant and in date.  |
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| **5** | To achieving 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. | Currently we have our Golf Club Council of 20, four of whom are women, presenting a 20% female representation. Council meets monthly. There is a need to introduce a more strategic group to deal with strategic club business. | We work to establish an Executive Board which will consist of our Club Treasurer, the four Committee Chairs and a representative Trustee. Our Club Secretary will attend to Minute the meetings. This Executive Board will have a 30% female representation and will meet monthly. Council Meetings will become bi-monthly and the Executive Board will attend these meetings to provide the strategic direction. All roles are non-gender specific at Burnley Golf Club and will continue as such. | We will seek to introduce this new governance structure by the 1st April 2021, subject to current restrictions. |
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| **6** | Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.  | 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.  | Formally share progress and updates/changes to the charter with England Golf moving forward. | We will develop performance measurement indicators to assist in determining the impact and effectiveness of the Charter. |
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| 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.  | Our club will formally display the charter commitments internally and externally via noticeboards, website, social media, membership packs and utilise the England Golf press release | The Charter Champion to provide England Golf with an annual report on progress on commitments made. |