

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Newcastle-U-Lyme 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 Newcastle-U-Lyme 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 Newcastle-U-Lyme 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 Newcastle-U-Lyme 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 Newcastle-U-Lyme GC Plan to achieve this**

- 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
- Promote a membership pathway, for women/girls and families to progress within the club
- Have designated Champions/Mentors within the club who can assist and support new participants and members
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

### **Signed on Behalf of Newcastle-U-Lyme GC:**

Club Manager/Secretary:  
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	Female representation on the Board of Directors and other committees.	Currently we have no members on the board, the ladies have a separate committee. The role of the ladies committee will be significantly reduced. Existing volunteers from the ladies committee will be encouraged to participate in the wider operational committees of the club.  Lady members currently make up 14% of our adult membership.	Gender natural Roles of directors will be clearly promoted. The nominations committee will champion the clubs' goal. If none elected, then co-option onto the committee/board. Target will be a 25% representation by 2022. Create a formal pathway for prospective new board members that will support and encourage applicants from both sexes equally Senior management would be accountable and hold responsibility for gender balance and inclusion for the club. This would be discussed and reviewed by the committee / board level.	December 2021  25% representation by 2022. By achieving this, women's representation would far out way the current membership ration, the hope would be that by using the charter the proportion of representation will grow with membership numbers.  Annual review to ensure we are achieving our targets.
2	Maintain and improve our Membership Pathway	We promote a 9hole ladies' membership for 1 year. We will develop a clear pathway from beginner coaching through 9-hole membership and into full membership.  4 members currently in the 9-hole membership.	Our PGA professional will be provide group beginner coaching sessions which focus heavily on 'on course' experiences. Tee times will be allocated exclusively for beginner members. A volunteer group lead by our Lady Captains and LVC will buddy new members and help integrate them into the club. Ensure there is a robust induction process for women new to the club and to golf.	In the next 12 months we hope to achieve:  - 3 out of 4 current 9-hole member upgrade to full membership. - 6 more 9-hole members are introduced to the programme.
3	Charter Champion and Women's Buddies	We are without a charter champion. We need to recruit a volunteer  We do not have a Buddy system in place to add into the induction schedule for new ladies joining the club.	A role description will be provided. We will proactively recruit from the membership a volunteer who can meet the demands of the position.  The charter champion will constantly review and update our women in golf charter to ensure we are achieving our targets.  Run an England Golf Buddy Workshop at the club and put in place role descriptors.	We would put in place the Charter Champion by March 2021. The Champion would be responsible for the review of the charter annually.  We would like to gain 5 'buddies' in the next 12 months.
4	Impact measures	To capture and record a baseline of all the key measures we are committing to within the charter including membership data for	Formally share progress and updates/changes to the charter with England Golf moving forward	To provide annual measures to help determine the impact of the charter

		our club to determine the impact of the charter		
5	Promotion of the charter	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.	The club will formally display the charter commitments internally and externally – 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