

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Stanton on the Wolds 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 Stanton on the Wolds Golf Club 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 Stanton on the Wolds Golf Club, 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 Board level at Stanton on the Wolds 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 Stanton on the Wolds Golf Club Plan to achieve this

- To maintain a minimum of one Female representative at Board level
- Promote women & girls' participation and offer a pathway to full membership.
- To create a group of designated Mentors to connect and support new participants through to full membership.
- To become a Safegolf accredited club and ensure policies and procedures remain up to date
- Have designated 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 Stanton on the Wolds Golf Club GC:

Club Manager: Mr Paul Keeling
Date: 04 December 2020

Charter Champion: Mrs Susan Barber
Date: 04 December 2020

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	To maintain Female representation at Board level	The election process to the Board of Directors is set out in the Company 'Mems & Arts'. Board vacancies are communicated to the membership & role descriptors are available within the Club Governance Plan. We currently have one female representative on the Board of 5	Vacancies will be advertised in line with company law, along with non-gender specific role descriptor. If a female Director is due to retire from the Board by rotation, the Club will actively promote that the Company are seeking female nominations.	December 2020 – Board vacancy & descriptor sent out to shareholders/members. There are 5 elected Board members, and it is desirable that the Board maintain a minimum of 1 female member. If this is not achieved through the open and democratic election, the Board has the facility within the 'Mems & Arts' to co-opt a female to the Board.
2	Promote women & girls membership pathway.	PGA Pro runs weekly women & girls Get in to Golf group sessions. In 2019 & 2020 we had 2 groups of 6. The club has a 6-month taster membership in place that includes 5 x 1 to 1 lessons and an on course playing lesson with the PGA professional	Promote the Get into Golf taster sessions to the wider community, targeting women's groups e.g., Brownies/Girlguiding, Primary & Secondary school girls' sports lessons (thisgirlgolfs), Active Notts (This Girl Can), WI etc. Promotion of activity will be through attendance and presenting at meetings, website marketing links from the club to the organisations site e.g https://www.activenotts.org.uk/this-girl-can and social media. Charter Champion and PGA Professional to attend women's groups meetings, assist at sessions and promote 6-month trial membership.	Jan / Feb 2021 – Identify women/girl groups in the community. PGA Pro to confirm dates for group sessions April onwards. Feb / March 2021 - PGA Pro / Charter Champion to promote 2021 Get into Golf sessions. April to September 2021 – PGA Pro to deliver sessions & Charter Champion to connect with participants. August 2021 – Charter Champion to organise 5-hole competition and post golf social event. Our target is a minimum of 24 at 'Getintogolf' sessions and convert a minimum of 25% of new starters to 6 Month Taster membership in 2021.
3	To create a group of designated Mentors to connect and support new participants through to full membership.	Ladies Committee connect with ladies on group coaching sessions. Previously ran a Buddy Training session with England Golf – utilise what learnt there. A new member welcome pack is sent out.	Identify those Lady members willing to become Mentors. Charter Champion to organise and connect mentors with participants on Taster Sessions / Taster Membership / new into Full Membership. Create a mentor's pack for buddys to include role descriptor, expectations, and detail of how to connect to Whatsapp & Social Media Groups. Information pack to be developed for new participants giving detail of mentors and membership pathway.	Mentors to support Charter Champion at sessions & connect with various participants e.g., taster sessions, trial members, new full members. Our target is 12 volunteer mentors to give a 1 mentor to 2 participants ratio.

			<p>Mentors will they stay connected out of the sessions through WhatsApp groups and social media groups.</p> <p>Will there be other events for new participants?</p>	
4	To become a Safegolf accredited club and ensure policies and procedures remain up to date	<p>a. Adopted the required club policies.</p> <p>b. Appointed a Club Welfare Officer</p> <p>c. DBS checks have been obtained for relevant club personnel.</p> <p>d. Club Staff and volunteers have obtained any required qualifications.</p> <p>e. PGA professionals are included on PGA SafeGolf Coaches Register.</p>	<p>The management team of the club has approved all the policies and procedures.</p> <p>All documentation to be up to date and shared with England Golf Club Support Officer.</p> <p>Total accreditation expected to be completed by 31st March 2021</p>	Keep a register of when the key policies and documentation needs to be updated and when key members of staff and volunteers need to undertake relevant training.
5	Impact measures	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	To provide annual measures to help determine the impact of the charter
6	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