

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Garforth 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 Garforth Golf Club 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 Garforth 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 committee/board level with Garforth 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 Garforth Golf Club plan to achieve this

1. Promote support to new members to aid retention within the club
2. Ladies' Initiative to recruit new and existing Lady golfers to the club
3. Opening up the facilities to non members and encourage a more inclusive atmosphere
4. Increased female representation to the Board
5. Annual Course review to take account of specific Ladies' requirements
6. To become a SafeGolf accredited club and ensure policies and procedures remain up to date
7. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Garforth Golf Club :

Club President: Alan Garbutt
Date: 26.3.21

Signed:



Charter Champion (Club Chairman): John Knott
Date: 26.3.21

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	Promote support to new members to aid retention within the club	WhatsApp Group which allows lady members to socialise and arrange tee times	Lady member co-ordinator role to be created to help integrate new members. This lady will work closely with the Professionals, Ladies' Committee and Lady members to welcome and involve new lady members and will do a peer review of local clubs.	To be implemented once all Government restrictions have been lifted and free movement within the Golf Club is allowed. To be in operation by 2022.
2	Ladies' Initiative to recruit new and existing Lady golfers to the Club	We currently have 63 playing members with 6 junior girl members. The current pathway allows new to golf ladies to join at a reduced rate for the initial year and to continue the second year membership, again at a reduced rate, leading to full membership by the third year, this is displayed on GGC website.	Working with the Pros to achieve marketing initiatives via the Club website, Facebook, Twitter and The GolfRoom at Garforth website, along with 'free press' and national golf magazines. Structured programme of introduction to golf, coaching and mentoring to assist new ladies to golf.	Aim to recruit 10 new ladies within the 2021/2022 season. Through the mentoring to assist the ladies to become competitive golfers
3	Open up the facilities to non-members and encourage a more inclusive atmosphere	Make GGC a more family friendly place to relax and socialise, softening the image and making the club more welcoming. To encourage local women and families to visit, breaking down the barrier between the club and the community.	Host social events aimed at families and females to break down the image of golf. Set up social events such as wine & nibbles get to know nights, themed lunches, and rules events.	One event bi-monthly towards the middle 2021 and 2022 golfing season. Quiz evenings to be organised once a month following lifting of restrictions from June 21 onwards

				<p>Three social events during the winter season with indoor coaching, fun competitions etc. in indoor driving range.</p> <p>Rules/etiquette on the course evening with nibbles to be organised before the end of the season 21 in association with the Pros</p> <p>Success would be for the events to be well attended and for those present to have picked up knowledge, had a good social time and leave with the hope that there would be more events of the same type</p>
4	Increase female representation on the Board	<p>Female representation on Club Board since 2003, intermittent and dependant on member interest.</p> <p>All members (male and female) have been asked to identify willingness to be nominated for Officer positions including Club Captain</p> <p>Present Board consists of President, Chair, Vice Chair, 4</p>	<p>Female members positively encouraged to stand for Officer positions including Club Captain.</p> <p>Senior Past Club Captains to make regular approaches to identify willing individuals</p> <p>Club is currently working toward adoption of an EG based management and governance structure by March 2022</p>	<p>Club Articles under review to reflect EG model more closely – March 2022</p> <p>Annual initiative to maintain female representation on Board. We will strive to achieve male to female proportional representation approx 20%</p>

		Sub-Committee Chairs and 2 general Board members. One Sub-Committee Chair is a woman and one general Board member is a woman. The presiding Lady Captain also attends the Board		One former Lady Captain has intimated willingness to consider Club Captaincy when commitments permit within 5 years
5	Annual Course review to take account of specific Ladies' requirements	Red course rated as ladies' course	White and yellow courses to be similarly rated when County Assessors commence offering service to Clubs. Annual Course review to take account of specific Ladies' requirements to be held by Lady Captain and Head Green Keeper	Awaiting YUGC advice.
6	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	<p>GolfMark accreditation lapsed due to intended replacement by SafeGolf</p> <ul style="list-style-type: none"> a. Operate the required club policies b. Club Welfare Officer has been in place since 2001 c. DBS checks are obtained and maintained for relevant club personnel d. Club staff and volunteers have obtained required qualifications e. PGA Professional(s) are included on PGA SafeGolf Coaches Register 	<p>The management team at the club has approved all the policies and procedures</p> <p>All documentation is up to date and has been shared with England Golf Club Regional Support Officer</p> <p>Our annual review date will be determined upon accreditation</p>	<p>Submission for Accreditation by 31 March 2021.</p> <p>The Club 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</p>

7	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 using processes compatible with GDPR	Formally share progress and updates/changes to the charter with England Golf moving forward Undertake biennial Member satisfaction survey and act on analysis thereof	To provide annual measures to help determine the impact of the charter
		To appoint a charter champion utilising the role description provided. The champion will be the Club Chairman who will be responsible for the promotion, activation and reporting on the progress of the charter supported by the Chair of Marketing and Membership and the Lady Captain.	The club are to formally display the charter details and commitment internally and externally – (notice boards, website, social media, membership packs, England Golf press release)	The charter Champion to provide England Golf with an annual report on progress on commitments made