



The R&A Women in Golf Charter

For

Grange Over Sands Golf Club

A commitment to a more inclusive culture within golf

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A commitment to a more inclusive culture within golf

We, Grange Over Sands 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 Grange Over sands 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 Grange Over Sands 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 Grange Over Sands 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 Grange Over Sands GC Plan to achieve this:

#### We will:-

1. Work towards achieving and maintain 30% female representation on our Management Committee by actively promoting these positions linked to appropriate role descriptors that are not gender specific
2. Improve female membership both at adult and junior level.
3. Deliver a minimum number of 3 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
4. Formally promote social integration to the wider community via the club website, social media accounts and local community groups
5. Promote a membership pathway, for women/girls and families to progress within the club
6. To have on-course toilet facilities
7. Promote inclusive golf through mixed competitions involving gents, ladies, and juniors
8. Use data to measure the impact of our commitments.
9. Have designated Champions/Mentors within the club who can assist and support new participants and members
10. Achieve and maintain England Golf SafeGolf accreditation
11. Appoint a designated Charter Champion on the Management Committee (Lady Members Coordinator in place) within the club who can assist with the promotion and reporting of the charter

### Signed on Behalf of Grange Over Sands GC:

Club Chairman: Mark Gillett

Date: 20-11-20

Charter Champion: Coordinator: Dot Macaulay

Date: 20-11-20

Signed:



Signed:



*The Coordinator will oversee the Charter until the Charter Champion is named from the incoming Management Committee in late 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 achieve and maintain 30% female representation on our Management Committee	<p>GOSGC currently has 14% female board representation (1/7 directors) and 42% on the Captains' Committee</p> <p>Female representatives on Greens; Social; Facilities Bar and Catering, Finance and Captain's Committees</p> <p>Nominations are sought and seconded then voted on at the Annual General Meeting.</p>	<p>Management Committee – Promote more women to apply for Directorships as they become available.</p> <p>Have appropriate role descriptors that are not gender specific in place to support with the recruitment process.</p> <p>Captains' Committee already has appropriate percentage of women in place with 3 of 7 (43%).</p>	<p>On-going. We have a number of women on the various subcommittees.</p> <p>In reality it is very much a 'working towards' situation to have 30% on the Management Committee as our membership is predominately men. Adult females are less than 20% of our membership. Progress towards a 30% target will be any increase on the current 14% by December 2021.</p>
2	Improve female membership both at adult and junior level.	<p>We currently have 73 female members, 7 of whom are juniors. We hope to increase these numbers in the next playing season.</p> <p>We have a female Junior coordinator who encourages lady members to walk round with juniors who are working towards handicaps. This aides in integrating juniors into the golfing community</p> <p>Of the adults we operate a 'buddy' system to encourage integration into the Ladies section and to encourage these ladies to gain a competition handicap.</p> <p>We have an adult and child membership category</p>	<p>The Lady Captain and others will be more closely involved with the junior section to work to retain these juniors. We offer very attractive packages for both juniors up to 15 and also 16-19 year olds. We will offer lessons from our PGA professional and skill based fun competitions as well as encouraging on-course development.</p> <p>We have an ageing demographic and the offer of 'flexi-membership and 9 hole competitions is beginning to keep older ladies interested and involved.</p> <p>The 'buddy' system will continue. We will introduce a Lady member coordinator to aid integration.</p> <p>We will hold 'taster' days to introduce ladies new to or returning to golf.</p> <p>Our club website, Facebook and other social media will be used to promote all of the above as well as through word of mouth via existing members</p>	<p>We will continue to run female introductory membership and a 2<sup>nd</sup> year introductory, as well as flexi membership and Adult and child membership to help with retention. If we are successful, this will be reflected in membership figures by Dec 2021.</p> <p>The target is 6 new recruits each year with more women holding and using a playing or competition handicap.</p> <p>Numbers will be reviewed and discussed at the Ladies Annual meeting and Management Committee through the Director of Membership and Marketing.</p> <p>Coordinator in place by Dec 2021.</p>

3	Through our golf Professional deliver a minimum of 3 initiatives each year targeting women and girls; aligned with key England Golf campaigns	Our Professional has run "Women into Golf" courses for the last few years. These courses are run weekly over 6 weeks with extension sessions available. It is promoted at our town's Edwardian Day. Ladies are invited to try putting and pitching. Recruits to this course are between 4 & 6 each year. These courses have resulted in 8 new Lady Members joining our club.	<p>We will add to this with both women and girls liaising with England Golf on initiatives such as taster days, Girl Golf Rocks and Women on Par.</p> <p>Once these Ladies join a membership category, they have a named mentor, as they gain confidence, they are encouraged to gain a handicap, participate in competitions, and integrate with other members.</p>	<p>Success will be seen through enrolment and attendance at the new provision and transmission into membership. We would hope for 5 attendees and would aim to get at least one new member from this annual initiative.</p> <p>Lady Captain and Ladies competition Secretary oversee this initiative, which is reviewed at Ladies Annual Meeting which is usually held at the end of November.</p>
4	Promote inclusive golf through mixed competitions involving gents, ladies, and juniors	<p>There are approximately 25 mixed competitions. However, involvement is limited. A mixed summer league and winter league (12 in total) are arranged and organised by one of our Past Lady Captains. Up to 10 couples enter these each month.</p> <p>We have 6 Mixed Trophies and 6 Knock out competitions, Some weekend and some mid-week competitions that anyone may enter but currently women are far less involved than the men.</p> <p>Junior competitions are held regularly in the season. During school holidays 2 or 3 competitions a week are held. There are a number of Junior trophies, cups and awards to be played for.</p>	<p>Highlight and promote mixed competitions by word of mouth, the club website, and social media.</p> <p>Again, better promotion of the events. Gents and Lady Captains' working together to promote these ensuring a non-biased provision.</p> <p>Midweek competitions enable late tee-times for those who work or at school.</p>	<p>The number of mixed competitions will be similar to this year. (approx..27) We will work to greater involvement by the end of the next season. Success will be measured by additional numbers involved in the various competitions held both at the weekend and midweek. Also, with opportunities for juniors to compete with adult members.</p> <p>We aim to have at least 30 ladies entering our competitions.</p> <p>Review will take place through monthly ladies' Committee meetings and reported to the Captains' Committee regularly through the Coordinator.</p>
5	Social integration Interacting with the local community	Pre-Covid we had a vibrant social calendar which promoted integration and involvement in all sections of the club. Clearly the current situation has had a huge impact across the club. In the summer we hold a monthly social event eg. Tribute Night, jazz night, Fun night etc.	<p>The club has a Social committee which is a subcommittee of the Captain's Committee.</p> <p>As soon as restrictions permit, we will work towards a full social event calendar, reintegrating of members and visitors into the social side of golf which is of crucial importance for all ages.</p>	We will have on-going monitoring of the situation which will be reviewed by our social committee which includes lady members. These meetings will generally be held every 4-6 weeks or as required.

		<p>During winter months an extremely popular monthly quiz night is normally held with guest quiz masters.</p> <p>We have welcomed visitors to our clubhouse, many locals plus walkers and cyclists have used the clubhouse with our bar and catering open to visitors. This helped break down the barriers and helped dispel the theory that golf is a game for the elite.</p> <p>We have a Social member category, of 20 members 11 are women.</p>	<p>We have regular email updates from our Management Committee. The Gents and Ladies Captains send out regular emails to keep members informed.</p> <p>As soon as we are able we will use local advertising as well as Social Media to bring visitors to the club again.</p> <p>We will hold our very popular Spring or autumn Fair again and encourage non-member attendance by advertising with banners around our town.</p> <p>We are renown for being a friendly club, members will always welcome visitors and speak to them. If they are local, we tell them of our social events and encourage them to join us socially and for golf if appropriate,</p>	<p>Post Covid we will expect to hold at least 6 social events during the summer and a monthly event during the winter.</p> <p>We will promote to retain and increase our Social membership category by December 2021 with a target of 20.</p> <p>Regular review through the Social subcommittee to the Captains' Committee who work together with the Director for Membership and Marketing.</p>
6.	Promote a membership pathway, for women/girls and families to progress within the club	(See 2) Our female Junior coordinator is excellent at encouraging parents to walk around with their child and also female members to walk with the junior girls, encouraging and supporting their learning of the game in terms of etiquette etc.	The 'buddying', mentoring systems will be extended. Whilst we would encourage girls and women to become further involved with the ladies section of the club we will acknowledge that some women will prefer to make their own pathway but we will be there to support.	Success will be seen through retention of both juniors and women members and through involvement in the ladies section of the club, which is reviewed annually in November
7	On Course toilet facilities	Portaloos hired during playing season.	<p>Acceptance of England Golf Covid 19 bid funding and using Club finances as well as members' skills and expertise to prepare ground and establish toilet facilities on course.</p> <p>We envisage this will enable some lady members, who currently don't enter 18 hole competitions to do so in future. Also encourage girls and women to have lessons and use the course even when the clubhouse is closed.</p>	<p>On-course toilets on site and operational by December 2020.</p> <p>Maintenance plan in place to ensure they are checked on a regular basis and identify any necessary repairs under the remit of Director of Facilities, Bar and Catering.</p>
58	Impact measures	We have data's that demonstrate membership numbers and involvement in the club's activities.	<p>The Coordinator will obtain most of this information from our ISV-Club Systems.</p> <p>We will formally share progress and updates/changes to the charter with England Golf moving forward.</p>	To provide annual measures to help determine the impact of the Charter through the Coordinator's report to the Management Committee. Members will be updated at the Club Annual General Meeting held at the end of each year.



9	Have designated Champions/Mentors within the club who can assist and support new participants and members	We currently have in place a Club Safeguarding Policy and an experienced Welfare Officer. We also have an England Golf Accredited Golf Professional.	Work with our England Golf Club Support Officer to achieve the SafeGolf accreditation. A Club Welfare Officer will adhere to the role descriptor provided to ensure all aspects of the accreditation are implemented at the Golf Club. Any relevant information will be shared with staff, members, volunteers and visitors. The policies will be on our club website.	Update our SafeGolf accreditation annually. The date this will be reviewed is dependent upon the date of completion. To be completed and signed off by a member of the Management Committee and our Club Welfare Officer by 21/03/2021.
9	Achieve SafeGolf Accreditation	Currently working towards this	Although we do have an effective Safeguarding operation. Policy documents will be to England Golf specifications approved and operational	In place by March 2021 but earlier if possible, Reviewed regularly.
10	Promotion of the charter	The club has a female 'Women in Golf' coordinator. Formal positions within the club are available to men and women. There is a junior section involving both girls and boys.	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 Coordinator will report to the Management Committee via the Lady Captain quarterly with an update report.  The Management Committee to take responsibility for working towards commitments made.  The charter Champion will be a member of the Management Committee. Members of this committee are elected at will our Annual General Meeting in December this year. The named Champion will provide England Golf with an annual report on progress on commitments made.