

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Penn 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 Penn 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 Penn 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 Penn 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 Penn GC plan to achieve this**

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
2. Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
3. Promote a membership pathway, for women/girls and families to progress within the club
4. Have designated Champions/Mentors within the club who can assist and support new participants and members
5. To achieve 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
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

### **Signed on Behalf of Penn GC:**

Club Manager/Secretary/ Chairman:  
Date:

Signed:

Charter Champion:

Signed:



Date:



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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.

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
1	<p>1.We have established The Ladies Foundation Course during 2020 and this will continue.</p> <p>2.We aim to register for "Girls Golf Rocks" in 2021.</p> <p>3.Golfer/Non-Golfer days within Family Week-Ends.</p>	<p>In 2020 we had 8 ladies sign up to our Foundation Course.4 of those Ladies have now taken up the Foundation Membership at Penn.</p> <p>For the last 3 Years we have staged The Wolverhampton Primary Schools Tri-Golf Festival and Putting Championships.</p> <p>This year we will promote Junior Fun Days at these events and hopefully gain some new Junior members.</p>	<p>We will be running more Ladies Foundation Courses and hope to maintain the 50% success rate in terms of Foundation Membership.2 Full Members from each course is achievable.</p> <p>Many parents attend these events and we will advertise/promote our Family Week-Ends with leaflet distribution and promotions on local Whats app groups.</p> <p>Our Professional and Assistant Pro will register for "Girls Golf Rocks."</p> <p>Appoint Junior Organiser.</p>	<p>Dates are to be arranged as soon as we are back to some sense of normality and group coaching (8 in a group) is allowed. 2 Full Members from each Course is the Target.</p> <p>I will attend Primary Schools P.E. Liaison/Development Group Meeting and discuss dates.</p> <p>Our Targets are to increase Junior and Ladies Membership next Year.</p>
2	<p>We have established our Ladies Foundation Course which is very similar to Women on Par.</p> <p>Club intends to register for Girls Golf Rocks.</p> <p>Family Week-ends are planned,</p>	<p>8 Ladies on Foundation Course – 4 have joined Foundation Membership. Hopefully they will take up Full Membership when we resume in the Spring.</p> <p>Ladies Committee operating Buddy Scheme for new members.</p> <p>Current Ladies Membership is 55 Playing Members.7 Social Members and 4 Foundation(Academy)Members.</p>	<p>We will be running 4 more Ladies Foundation Courses throughout Spring/Summer '21.</p> <p>The Buddy Scheme will be in operation so that current members/volunteers will be paired up with Foundation Members which will acclimatise them with the game of Golf and the Social and Mental wellbeing gained from club membership.</p> <p>We are establishing a Par 3 course on the front nine for Foundation Course and Junior Members to use to encourage development.</p> <p>Golfer/Non-Golfer comps. in 4-balls to be arranged with suitable "refreshments" afterwards in the clubhouse.</p> <p>A promotional campaign through Social Media, Local Press and Member's bringing friends along will enhance participation.</p> <p>Family Days over the Bank Holiday Week-ends.</p>	<p>As above.</p> <p>More Ladies have expressed interest in helping – Buddy Scheme, which is encouraging.</p> <p>If we operate the 4 new Foundation Courses our realistic target is 8/10 new full members.</p> <p>Ladies Committee will monitor progress.Likewise new Junior Organiser will monitor progress with Juniors.</p>
3	<p>Charter Champion appointed. Ms.Jo Hall(last year's Lady Captain).</p> <p>Mentors – Present Lady Captain,Mrs.D.Cosnett.</p> <p>Mrs.A.Hughes(former</p>	<p>Buddy Scheme/Mentors in operation and more Buddy's will be appointed.</p> <p>Presently supporting new Foundation Course members.</p>	<p>We will provide them FREE access to the Golf Hero's E-Learning.</p>	<p>The Ladies Committee will establish a register of Buddy's/Mentors as soon as we get back to some sense of normality. Target initially is 10 by end of year. Hopefully more.</p>

	Ladies Captain)			Junior Organiser will request volunteers to assist with Juniors.
4	Achieve and maintain/improve 30% female representation on our Board of Directors.	<p>There is currently 3 Ladies on the Board(14 on Board in total).</p> <p>There is a Ladies Committee which consists of 8 Members. The Lady Captain reports to the Board on a monthly basis at Board Meeting.</p> <p>Current election process is as follows:- Nominations are submitted and elections take place at the AGM November of each year.</p> <p>Members can be co-opted on to Sub-Committees(Ex-Officio) at any time throughout the year.</p>	Ladies will be encouraged to get involved in the various Sub-Committee's and when Lady Vice-Captain is appointed there will be 4 on the Board.(30%)	We will also encourage Ladies Committee to submit more nominations in November to the Board to achieve 30%+
5	To become a SafeGolf accredited club and ensure policies and procedures remain up to date.	<p>Have forwarded relevant documents to England Golf.</p> <p>All policies adopted and passed by the Board of Directors.</p> <p>DBS checks done.</p> <p>PGA Professionals included on PGA SafeGolf Coaches register</p>	<p>Check all Club staff and volunteers obtain relevant qualifications.</p> <p>Board of Directors has approved all the policies and procedures.</p> <p>All documentation is up to date and has been forwarded to local England Golf Club Support Officer.</p> <p>Shall complete by 22<sup>nd</sup> Jan. '21. Our Annual Review date is January '22.</p>	Keep a register of when the key policies and documentation needs to be reviewed and updated and monitor when key members of staff and volunteers need to take relevant training.
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	To provide annual measures to help determine the impact of the charter
		<p>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.</p> <p>Charter Champion has been appointed Ms.Jo Hall.(Last Year's Lady Captain)</p>	<p>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release.</p> <p>Will contact Express and Star(largest local Newspaper in the country) as soon as accreditation received. Have very good contact in Sports Department.</p>	<p>The charter Champion to provide England Golf with an annual report on progress on commitments made.</p> <p>To forward progress report end of Jan.'22 after review and update.</p>

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