

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf.

We, Windermere 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 Windermere 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 Windermere 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 Windermere 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 Windermere Golf Club 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
- Deliver a minimum number of 3 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
- Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
- Promote a membership pathway, for women/girls and families to progress within the club
- Provide volunteering opportunities for women and girls within Windermere Golf 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
- To become a SafeGolf accredited club and ensure policies and procedures remain up to date

Signed on Behalf of Windermere Golf Club:

Club Manager: Martin Fishwick

Signed: *M. Fishwick*

Date: 01.12.2020

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	Achieve 30% female representation on the club management committee.	16% (1/6) female representation on the club management committee. Any full member can apply for a place on the management committee. Members must be voted onto the committee at an AGM.	Publicising the availability of any open committee positions to the membership and in particular the Ladies Captain and section of the golf club. Promoting the positions as “available to all” with encouragement to stand. Promote the positions in the Club and Ladies newsletters and use the England golf role descriptions to inform members of the requirements of the position. Formulate a nominations committee to recruit and review applicants for the Management committee.	33% female representation on the club management committee by February 2022.
2	Run some female specific coaching sessions targeting new and returning female golfers to provide an opportunity for women/girls to get into or get back into the game.	We do not currently have any female specific coaching sessions and have not ran any initiatives for a couple of years.	Register and provide funding for our PGA Professional to run some “girls golf rocks” and “get into golf” sessions targeting female golfers. Promote the sessions using social media, our extensive database and outreach of our current members.	Run at least 3 initiatives during 2021 with a target of getting at least 6 women/girls taking part in each initiative. Promote our membership pathway (see section 4) as the next step and offer follow up “improver” coaching from our PGA Professional. It is hopeful that at least 50% would progress to the next step.
3	Formally promote inclusion to the wider community via the club website, social media accounts and local community groups.	Basic information is displayed around the club and on the website.	Regularly publish and promote inclusion including the charter via our social media channels, website and current membership. Utilise our database to promote inclusion and reach out to local community groups to provide information.	Raise awareness of the inclusivity of Windermere Golf Club. Recruit at least 10 Ladies onto the coaching sessions detailed in section 3 in 2021.
4	Publicise our membership pathway for women and girls to progress within the club membership structure.	A membership “pathway” has recently been approved, but not widely publicised. The pathway provides an affordable route into a first membership by offering limited access to the course for casual “first time” players for less than 25% the cost of a full membership. Once more competent, individuals can upgrade to a second level with unlimited access to the course before progressing to a full membership.	Previously, new golfers would be expected to jump straight into full membership commitments, but we now have a structured pathway. Publish the pathway on our website and promote through our social media channels. Link the pathway into coaching through our PGA professional. Women/Ladies will be encouraged to take lessons to access the pathway in order to gain competence and enable us to publicise the membership pathway.	Publish all Information on our website and promote in time for the new playing season (March/April 2021) Train and inform our PGA Professional on all aspects of the membership pathway (March/April 2021). Target to sign up at least 5 new women members in the “pathway” categories by May 2021 and at least 15 to regular coaching.

		There are currently around 100 female members at the club representing 20% of the total membership.	Continue to annually survey the membership to ascertain wants and needs.	
5	Providing volunteering opportunities for women and girls within Windermere Golf Club	Volunteering roles are available to help around the club on big event days such as open competitions. Around 25% of the volunteers are female with roles such as tee starting, ball spotting, registration and score recording. Volunteers are promoted and recruited by the Mens & Ladies sections of the club.	Publicising the positions to the membership using the social media members page and weekly newsletter. Target the Ladies Captain and section of the golf club as a first point of call utilising their communication streams (email & meetings). Publish role descriptors to inform members what the roles entail.	40% female representation on the club volunteers by September 2021.
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
7	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	a. Adopted the required club policies b. Appointed a Club Welfare Officer c. DBS checks are obtained for relevant club personnel d. Club staff and volunteers have obtained any required qualifications e. PGA Professional(s) are included on PGA SafeGolf Coaches Register	The management team at the club has approved all the policies and procedures. All documentation is up to date and has been shared your local England Golf Club Support Officer. We expect to be complete by 31 st March 2021	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
8	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