**The R&A Women in Golf Charter**

A commitment to a more inclusive culture within golf

We, Westbury Golf 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 Westbury 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 Westbury 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 Westbury Golf 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.

**How we at Westbury GC Plan to achieve this**

* To 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.
* Deliver a minimum number of 1 initiative each year targeting women/girls and families that are aligned with key England Golf campaigns
* 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 Safe Golf accredited club and ensure policies and procedures remain up to date.

**Signed on Behalf of Westbury Golf Club:**

Club Manager/Secretary: Signed: S.A Turner.

Date: 31/3/21

Charter Champion: Signed: R.H.Rawlings

Date: 31/3/21

Ladies Captain and Vice-Captain Signed: A.Poolman & T.James

Date: 31/3/21

These objectives will be embedded into the club business plan and reviewed on an annual basis, to ensure that this inclusive commitment remains robust.

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|  | **Commitment** | **Current Situation** | **How this will be achieved** | **Date/Progress/Targets/Comments** |
| **1** | To achieve and maintain 30% female representation on our management committee by actively promoting these positions linked to appropriate role descriptors that are not gender specific. | Ladies Captain and Vice-Captain automatically elected to committee. At present these are the only females on the management committee.  Ad hoc can stand for election some years more than others.  The roles available on the management committee are:   * Treasurer * Chairman * Secretary * Captain(s) * Committee member (nonspecific) | Initial target of 25% to be achieved by amending our constitution to reserve 3 places exclusively for Women.  Ladies Captain and Vice-Captain automatically elected to committee – one space on general committee reserved for lady Member.  Introduce role descriptors for committee members- using England golf templates as a starting point to attract new potential volunteers. Although some committee roles are non-specific, we will still provide a generic role descriptor to support the recruitment of those volunteers.  We will develop our volunteer recruitment comms by promoting vacant roles via:  a) Email  b) newsletter  c)website  d)noticeboard  This will encourage help encourage new volunteers to enquire about any vacancies on our committee. | Amend constitution at AGM in March to incorporate these changes.  Target of 25% by 2022  Checkmark with solid fillTarget of over 30% (minimum 4 women) by 2025 |
| **2** | Deliver a minimum number of 1 initiative each year targeting women/girls and families that are aligned with key England Golf campaigns | No opportunities to play at in a “protected” environment at present.  We currently have 16 Lady Members.  We have never specifically run any initiatives specifically for Women but relied on generic membership recruitment | Introduce a “Ladies Have a go day” taster session with free golf for Ladies and girls who wants to have a go.  Committee to agree one day in 2021 Calendar for this to happen, current members to be encouraged to bring friends and facilitate.  We have appointed an Agency Promote Golf to help us with our membership drive. They will devote one campaign cycle on social media, issue a press release run an email campaign and feature event in our new letter. to this initiative. Each participant will be paired with a buddy who will see them through next phase of membership coaching and playing.    As we grow our female membership at Westbury GC, we will look to introduce new initiatives to support recruitment and retention of new female members. | Summer date to be fixed – aim to increase membership by 25% (20 female members) by 2022.  We expect to get 25 participants to our taster day and would expect to convert 10% to become members.  We will review our initiatives in 2023 and look to increase the number of initiatives ran by the club to increase female participation and membership. |
|  | Have designated Champions/Mentors within the club who can assist and support new participants and members. | Currently no buddy scheme in place | We will introduce a buddy scheme to support new participants, specifically in relation to our taster events.  We will recruit 4 volunteers as ‘new member buddies’ utilising the EG buddy role descriptors to aid recruitment of volunteers.  Promotion of buddy roles will be carried out via the club newsletter, website and emails.  To support our volunteers, we will access the FREE Golf Hero’s E-Learning - <https://www.englandgolf.org/club-support/membership-growth-retention/your-volunteers/golf-buddies/>  To support new participants, we will also run a club amnesty drive for clubs, equipment, trolleys etc.  Will create a process for introducing new members to buddies upon joining. Buddies will follow a process to aid integration | Recruit 4 volunteers by June 2021  Target to grow women’s membership by 25% by 2022.  Utilise the free E-learning once volunteers recruited.  Amnesty drive to take place by June 2021.  Buddy procedure to be put in place by June 2021 |
|  | To become a Safe Golf 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 Safe Golf Coaches Register | The management team at the club has approved all the policies and procedures.  All documentation is up to date on the England Golf portal and notify our local England Golf Club Support Officer. We expect to complete by March 31st, 2021. | Checkmark with solid fillKeep 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 | Checkmark with solid fillThe charter Champion to provide England Golf with an annual report on progress on commitments made |