

Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Richmond (Yorks) Golf Club (RGC) 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 RGC 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 RGC, 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 RGC
- 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 RGC plan to achieve this

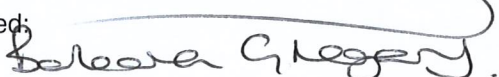
1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns.
2. Promote a membership pathway, for women/girls and families to progress within the club.
3. Have designated Champions/Mentors within the club who can assist and support new participants and members.
4. To achieve and maintain female representation on our Board of Directors in proportion to the gender balance as a minimum, or above, by actively promoting these positions linked to appropriate role descriptors that are not gender specific.
5. To maintain RGC as a SafeGolf accredited club and ensure policies and procedures remain up to date.
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.

Signed on Behalf of RGC:

Club Chair: Mr Chris Lamb
Date: 16th November 2020

Signed: 

Charter Champion: Dr Barbara Gregory
Date: 16th November 2020

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	Deliver a minimum number of two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns		<p>Our club currently has two key projects under development, which will form the basis of our two Women-in-Golf initiatives for 2021 :-</p> <ul style="list-style-type: none"> • A targeted marketing campaign aimed at both women and girls. • In partnership with the Graeme Storm Golf Academy, build on the already successful individual and group coaching specifically for women and girls in operation in partnership with RGC. We are currently coaching 11 Ladies and 2 Girls in partnership with the GSGA. 	<p>By launching the marketing campaign towards the end of 2020 and into Q1 of 2021, we will rapidly extend the exposure of RGC across the region to females of all ages, with the added publicity associated with the 2-time European Tour Winner in Graeme Storm. This will utilise professional expertise to communicate through local and social media outlets. We will also extend our linkage to local schools through Tri-Golf. In addition we plan to hold an 'Open Day' during 2021 to attract ladies and girls.</p> <p>We anticipate that this will lead to increased recruitment feeding into the GSGA coaching programme, leading into the female membership pathway below.</p>	<p>Throughout 2021 and beyond we aim to increase our female membership by 10% per annum. During 2021 this means an increase from the current 35 to 39, 2022 to 43, etc.. This will be monitored directly by the Board on a monthly basis.</p>
2	Promote a membership pathway, for women/girls and families to progress within the club		<p>Our club currently has the following membership status in terms of female golfers: Full (19), 5-day (1), Senior (15), Academy (9)</p>	<p>By introducing a more structured approach to attract and retain female members. This will be achieved through an agreed progression pathway from initial contact, to get into golf sessions, on to formal coaching and final enrolment.</p>	<p>As above.</p>
3	Have designated Champions/Mentors within the club who can assist and support new participants and members.		<p>Our club currently has 7 lady members who act as mentors, and who regularly meet and accompany new or potential lady members, both on the golf course and socially in the clubhouse.</p>	<p>By extending the mentoring programme with additional lady members and to take up the offer of England Golf's Buddy training workshop, as detailed through this link. https://www.Englandgolf.org/club-support/membership-growth-retention/your-volunteers/golf-buddies/</p>	<p>We hope to increase the number of mentors and have undertaken the Buddy training workshop by end 2021.</p>
4	To achieving and maintain female representation on our Board of Directors as a minimum in proportion to the female membership, by actively promoting these positions linked to appropriate role descriptors that are not gender specific		<p>The current RGC Board consists of four male Directors. The election process consists of a written nomination to the Chairman and subsequent review by the Board.</p>	<p>By:</p> <ul style="list-style-type: none"> • Prepare role descriptors. • Seek to recruit female Directors through regular newsletters from the Chairman and actively seek nominations ahead of the AGM. 	<p>Target – one Female Director during 2021. Progress monitored by the Board and communicated to the membership through the regular newsletters and at the AGM.</p>
5	To become a SafeGolf		<p>a. Adopted the required club</p>	<p>The Board of Directors at the club has approved</p>	<p>Keep a register of when the key policies and</p>



	<p>accredited club and ensure policies and procedures remain up to date</p>	<p>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</p>	<p>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 31st December 2020. Our annual review date is 1st January 2022.</p>	<p>documentation needs to be updated and when key members of staff and volunteers need to undertake relevant training</p>
<p>6</p>	<p>Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter</p>	<p>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 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>Formally share progress and updates/changes to the charter with England Golf moving forward</p>	<p>To provide annual measures to help determine the impact of the charter</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>The charter Champion to provide England Golf with an annual report on progress on commitments made</p>