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

A commitment to a more inclusive culture within golf

We, South Kyme 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 South Kyme 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 South Kyme 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 South Kyme 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 South Kyme GC plan to achieve this**

1. Promote the sport and club to women and girls to increase female participation and membership.
2. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
3. To promote and expand the current offer of mixed gender competitions and events at the club to encourage more female involvement.
4. To raise the profile of women within the club and maintain good female representation at management committees.
5. To become a SafeGolf accredited club and ensure polices 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 South Kyme GC:**

Director of Golf : Peter Chamberlain Signed:

Date:

Charter Champion: Paula Young Signed:

Date:

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.

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|  | **Commitment** | **Current Situation** | **How this will be achieved** | **Date/Progress/Targets/Comments** |
| **1** | Promote the sport and club to women and girls to increase female participation and membership. | **We currently have 47 full female members and 1 junior girl member.**  **Club has annual visits to St Georges and Ruskington Schools.**  **Club has a Facebook page and a Junior section Facebook page** | **Club to visit local rural shows e.g., Heckington Show (2022)**  **Continue with schools’ programme when able.**  **To identify club members or junior parents who can promote club events on social media platforms to increase online presence and reach a wider female audience.** | **Monitor effects of social media by reviewing number of views and where new people see the club offers.** |
| **2** | Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns | **Club runs membership offers regularly including 60-day trial and 1 year trial membership at reduced rates.**  **Club has run Get Into Golf programmes to attract new players .** | **Organise;**  **-Golfer Non golfer events – members to bring family and friends.**  **-Look to run Girls Golf Rocks 2022**  **-Women On Par event or similar (depending upon completion of SafeGolf)**  **-Have a fun family event to include BBQ once allowed – encourage male members specially to bring along female nonplaying partners.**  **-Discuss with LWGA the idea to hold a girl only competition/event to target all levels of girl players from beginners to elite including a club team event to encourage more girls to play.** | **Membership to be monitored by Club professional.**  **Events to be reviewed at management committee and future events for female recruitment planned.**  **Target to bring in 6 new women into the club.** |
| **3** | To promote and expand the current offer of mixed gender competitions and events at the club to encourage more female involvement. | **We have several mixed gender competitions already on the fixture list.**  **The women’s section has a wide variety and number of female only competitions.**  **The Rabbits section is mixed and is very welcoming to new members and has competitions every weekend.**  **Lady Captain contacts all new female members by email immediately to welcome them into the club.** | **Discuss expanding mixed gender events possibly to hold a mixed gender Club Trophy**  **Use a club buddy system to ensure new members are welcomed and integrated into the club – use England Golf webinars for hints and ideas.**  <https://englandgolf.webinargeek.com/developing-a-buddy-programme-june-21-1>  **Charter Champions to encourage more women to enter mixed events.** | **New members’ integration to be monitored by Club Professional** |
| **4** | To raise the profile of women within the club and maintain good female representation at management committees. | **Currently women make up approximately 30% of the management committee because the current Club Captain and Rabbits Captain are female so with the Lady captain the club has 3 women on the management committee.** | **Ensure by way of internal newsletters and communications that all club members are aware of Charter commitments.**  **Discuss and update the Management committee of progress and events.**  **Present aims and progress reports of the Charter commitments at the club AGM.**  **Lady captain will have a ‘drive in’ to raise profile of women’s section within the club.**  **Club to develop a smaller Strategic Planning group made up of 50/50 male / female split.** | **To monitor the number of females on the management committee** |
| **5** | To become a SafeGolf accredited club and ensure policies and procedures remain up to date | **Working towards accreditation.**  **All personnel are DBS checked and have completed necessary safeguarding training.** | **To monitor and review policies.**  **To monitor safeguarding training and DBS checks for all personnel involved with juniors.** | **To maintain SafeGolf accreditation by reviewing policies and training**  **Annually.** |
| **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 |
| 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 |