

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Birtley 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 Birtley 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 Birtley 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 Birtley 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 Birtley GC 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. Retain existing, and encourage new members by introducing a concessionary membership fee for lady members
5. To become 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 Birtley GC:

Club Manager/Secretary: Mr Dean Watson
Date: 25th March 2021

Signed:

Charter Champion: Mr Paul Richardson
Date: 25th March 2021

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/Tar-gets/Comments
1	<p>Deliver two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns</p>	<p>Our club currently Being a relatively small club with very few ladies members (5) we have never had the capacity/support to deliver a programme which specifically focusses on recruiting new ladies and girls into the golf club.</p> <p>In the past, we have delivered initiatives to support families into the club whereby we allowed members to bring any relations under the age of 16 to play golf for free on the course when accompanied by the member.</p>	<p>By Our club will embrace EG's Get into Golf initiative and Women on Par resources and will stage two GIG fun days which will focus on bringing new ladies and girls into the club. These activities will run for two hours and will be delivered by club committee members and will include the following:</p> <ul style="list-style-type: none"> • Welcome to Birtley GC – Club tour around facilities and course and welcome and introductions • WoP – Putting activities • WoP – Chipping activities • WoP – Course challenges (bunkers/par 3) • Social activity in club <p>https://www.englandgolf.org/club-support/membership-growth-retention/growth-and-retention/women-on-par/</p> <p>We will promote this on local social media channels such as 'Birtley Now and Then' which attracts a high volume of views.</p> <p>We will promote this across the local community but will specifically target new housing developments to support new locals into the community.</p> <p>We will engage with current membership to encourage members to bring family and friends along.</p>	<p>First delivery to focus on ladies and will be delivered in May</p> <p>Second delivery to focus on girls and will be delivered in July</p> <p>Both days will look to engage 10 participants</p>

<p>2</p>	<p>Promote a membership pathway, for women/girls and families to progress within the club</p>	<p>Our club currently Club currently has 5 ladies members and 0 girls.</p> <p>Club currently has no membership package available to ladies apart from full membership which is £480</p>	<p>By Ladies/Girls Academy Membership: This membership will cost £30 and be available to GiG participants and will include access to putting/practice net facilities and club house and will include co-ordinated activity once a week to support Academy members to become embedded into club and access golf course e.g. one hole challenges/comps/WoP activities.</p> <p>Club to develop Winter membership package for Academy members to commence in October</p> <p>This will be supported and delivered by Club Committee volunteers and potentially ladies section volunteers</p>	<p>Target to recruit 4 ladies and 4 girls to academy membership from GiG programme.</p> <p>Academy membership will commence in June for Ladies and girls will be able to access from completion of their GiG day and will finish end of August.</p>
<p>3</p>	<p>Have designated Champions/ Mentors within the club who can assist and support new participants and members</p>	<p>Our club currently Club currently have no programme in place</p>	<p>By As outlined above, club will recruit volunteers from committee and ladies section to deliver GiG days and support Academy membership. Club will support volunteers to complete the training below: https://www.englandgolf.org/club-support/membership-growth-retention/your-volunteers/golf-buddies/</p>	<p>We want to achieve Club will look to recruit 4 volunteers from committee and ladies section.</p>
<p>4</p>	<p>To become a SafeGolf accredited club and ensure policies and procedures remain up to date</p>	<p>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</p>	<p>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 Our annual review date is March</p>	<p>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</p>

5	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