

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We at **Stinchcombe Hill 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 **Stinchcombe Hill 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 **Stinchcombe Hill 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 **Stinchcombe Hill 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 Stinchcombe Hill Golf Club plan to achieve this

- To adopt an ongoing family membership scheme which will actively encourage wives and daughters to participate.
- To establish golf taster sessions aimed specifically at women and girls.
- To fully support the Bidder Bursary Open competition and therefore the funding to support girls into Golf.
- To maintain or increase the current 50% female committee representation.
- To organise introductory/ social sessions to encourage females into the club.
- To maintain female participation in club competitions
- 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.



Signed on Behalf of Stinchcombe Hill Golf Club

Club Manager/Secretary: Gail Bidder
Date:

Signed:

Charter Champions: Signed:
Date:

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	To adopt an ongoing family membership scheme which will actively encourage female relatives to participate.	No family membership is currently on offer. Female members pay the same membership costs as the Male equivalent. There is a 10% discount for partners.	To be presented at the 2021 AGM for adoption in late 2021. This will be promoted via the club website and an associated Facebook campaign.	The revised family membership scheme will be devised, in and advance of, and presented for approval at the 2021 AGM (held in March 2021). The target is for 5 families in the first full year.
2	To establish golf taster sessions aimed specifically at women and girls. Organise social events aimed at Women to get them into the club and have a good experience.	Taster sessions were not run in 2020 as a consequence of COVID-19. In 2021 these will be resurrected with some sessions specifically aimed at and dedicated to women and girls. Current membership is 45 ladies and 1 girl + 9 winter / pathway. It is possible these winter / pathways may be converted to full playing members as part of this initiative.	Although there is a Safeguarding Team there have been no activities for the Junior Section for some time. The coaching and introductory sessions carried out at the local secondary school did not bring any further interest outside of what was offered free of charge. We believe we are better targeting Ladies rather than Girls for this charter. Arrange introductory sessions and Open Day actively targeting Ladies. Use Social Media to advertise. Organise at least one Ladies Social event this coming year once things return to normal	Aim to have an additional 5 Ladies join or upgrade in the 2020/2021 membership year. To run successful ladies' events that may result in an interest in golf.
3	To maintain the current 50 % female board representation	The committee currently includes the General Manager (female), the ladies' captain and the previous year's captain. The current years Vice Captain also sits. The committee currently comprises 4 ladies and 6 gents. Re-election is through the AGM and we do not expect this mix to change in 2021	The objective is to maintain this representation which is in line with England Golf targets through ongoing succession planning.	The plan is that all female posts will be proposed and appointed at the 2021 AGM.
4	To maintain female participation in Club Competitions.	Female participation is supported in the majority of club competitions. There is a healthy weekly Ladies Roll up or competition. The Ladies Open is very well supported.	Encouragement and mentoring of the newer members and new members as they come on board. Consider organising a "Newbies" annual competition. Encourage as many Lady entrants as possible into the Bidder Bursary Open Day.	Jenny Meredith and Mandy Pritchard form the welcoming team of new members to Stinchcombe. Every new member is called or emailed and invited to play with the lady's section.
5	To fully support the Bidder Bursary Open competition and therefore the funding to support girls into Golf.	An annual Open competition to support the Bursary which in turn sponsors local girls into golf or to improve their golf. 3 annual competitions have been organised.	By advertising more widely and inviting lady sections in other clubs.	Although this may not result in more ladies / girls playing golf, it will encourage girls to remain if they can get the support they need.
6	To maintain our status as a SafeGolf accredited club and ensure policies and	Adopted the required club policies. b. Appointed a Club Welfare Officer c. DBS checks are obtained for	The management team at the club has approved all the policies and procedures. All documentation is up to date on the England Golf	Keep a register of when the key policies and documentation needs to be updated and when key members of

	Procedures remain up to date.	relevant club personnel d. Club staff and volunteers have obtained any required qualifications e. PGA Professional(s) are included on PGA SafeGolf Coaches Register	portal our local England Golf Club Support Officer has signed off.	staff and volunteers need to undertake relevant training
6	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
7	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. TBC