

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, CONSETT & DISTRICT 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 CONSETT & DISTRICT 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 CONSETT & DISTRICT 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 CONSETT & DISTRICT 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 CONSETT & DISTRICT GOLF CLUB 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 aim for 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific
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 CONSETT & DISTRICT GOLF CLUB:

Club Manager/Secretary/Chairman:
Date: 01/12/2022

Signed: Kris Kennedy

Charter Champion:
Date:01/12/2022

Signed: Christine McMichael

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	Our club currently <i>The club doesn't do much – if anything – that only target's Women in Golf. We do have a couple of Opens which Ladies take part in, but that's it</i>	By <i>Last year we held a "Partners, Pints and Putts" Golfer/Non-Golfer competition that was well supported! The aim is to change it slightly to "Partners, Prosecco & Putts" to aim towards a more female audience. It will introduce Non-Golfers to the world of golf, understanding the culture and the basics of playing. Another suggestion is to hold and invitational that is specifically for non-golfers to introduce them to the game. More ideas have already been suggested too.</i>	We want to achieve <i>We aim to have a minimum of 2 initiatives within 12 months, that don't necessarily focus on bringing in members to the club but introducing them to the "World of Golf". From that we will then hold longer form days and competitions to introduce full rounds of golf. Unfortunately, we don't have many teaching facilities other than the Golf Simulator, so this may be something to look at in the future. Our aim will be to attract 10-20 participants into our World of Golf initiatives.</i>
2	Promote a membership pathway, for women/girls and families to progress within the club	Our club currently <i>Our Clubs internal support structure is fairly slim, beyond "Friendly help". We have around 30 female members across multiple age brackets and membership types, however these are not all "Active".</i>	By <i>The club will explore creating an academy membership package which supports beginners from our World of Golf initiative towards full membership. Ideas which may be included are limited access to the course, coordinated/supported course activities, group coaching sessions, use of simulator. We'll be completing a feedback survey in the near future in order to get a better understanding of "What got you into golf" and "What do you like about Golf" so that we can aim to improve in these areas. E.g. if the answer is "Family got me involved" then we'll look into memberships to bring in family members We'll also investigate bring in external coaches for Get into Golf Sessions, however this will be very difficult due to our limited facilities. We'll also be adding "New Members Process" to our Reporting, which will follow Golfers that have joined within 1 or 2 years, and make sure that they have hit certain targets. E.g. Get a Handicap, Use the Bar Card, Enter a Competition, Etc.</i>	We want to achieve <i>Immediate success would be holding onto our current membership numbers as we're coming up to the new season with our Membership price increasing. This will first be done based on feedback and working towards the issues and wants current members have. Our medium to long term aim is to increase female membership to 10-20% of all our memberships and get a larger female presence for competition golf.</i>

3	Have designated Champions/Mentors within the club who can assist and support new participants and members	Our club currently <i>We do ask on all our applications if the member would like an introductory round with a member, however this has never been taken up since I started March 2022.</i>	By Our new Champion and supporting buddies will contact golfers directly asking if they'd like a round of golf with them and bring them directly into the Ladies Section rather than them find their way there organically. Our champion will then use the New Members Process Reporting to work with new members so that they feel welcomed and ideally stay long term.	We want to achieve <i>Our aim is to have all new female members go through the new Process and be asked into the Ladies Section. In the first year we aim to grow by 4-7 female members each year, and keep retention at 100% and attract 3 buddies to support the Charter Champion.</i>
4	To aim for 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific	Our current Board and/or committee consists of: <i>4 Males (80%) / 1 Female (20%)</i>	By: <i>Introducing Genderless Role Descriptors for the all the Director Roles with Skills matrix'</i>	We want to achieve <i>Reaching 30% will take many years given how small our Ladies Section is, however, we will always aim for a minimum of 1 from the section over the next few years. What will be worth doing, is having the small committees (e.g., Ladies & handicapping) having the occasional meeting with the Board, and these sub committees will be more likely to include females due to the role having less responsibilities</i>
5	To stay as a SafeGolf 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 SafeGolf Coaches Register	The management team at the club has approved all the policies and procedures. All documentation is up to date and has been shared your local England Golf Club Support Officer. Our annual review date is 21 st March.	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
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.	We will show our commitments in the Clubhouse, on our website & post to our Socials with any updates made available too!	The charter Champion/Secretary to provide England Golf with an annual report on progress on commitments made