

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We 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, Pottergate 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 Pottergate 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 and owner level with Pottergate 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 Pottergate 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 become a SafeGolf accredited club and ensure policies and procedures remain up to date
5. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Pottergate Golf Club:

Club Manager/Secretary/ Chairman: *OWNER*
Date: *16/12/2020*

Charter Champion: *SOPHIE HUNTER.*
Date: *16/12/2020*

Signed:



Signed:



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.

| | 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 | Previously staged get into golf events for both girls and women | Look to have open days at least every 6 months and to ensure that these help towards delivering England Golf campaigns. Encourage the ladies section to hold open events. | XXX |
| 2 | Promote a membership pathway, for women/girls and families to progress within the club | We offer joint memberships and have dramatically reduced entrance fees for all juniors. We have ever growing numbers of women entering into all relevant competitions. | Continue to be inventive with membership options and encouraging coaching for all junior members. Advertise all competitions in an inclusive manner. | XXXX |
| 3 | Have designated Champions/Mentors within the club who can assist and support new participants and members | Our welfare officer will ensure all relevant support is offered. | | |
| 4 | To become 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 on the England Golf portal and notify our local England Golf Club Support Officer. We expect to complete by December 2020. | 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 |
| 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 |
| 6 | Appoint a designated Charter Champion within the club who can assist with the promotion and reporting 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 |