

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Burnham-on-Crouch 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 Burnham-on-Crouch 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 Burnham-on-Crouch 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 Burnham-on-Crouch 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 Burnham-on-Crouch Golf Club Plan to achieve this**

1. To achieving and maintain a minimum 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific
2. To achieve and maintain an increase in female participation in club committees
3. Deliver a major women's recruitment initiative minimum which includes a membership pathway
4. Promote junior and family membership with a focus on girls.
5. Have designated Champions/Mentors within the club who can assist and support new participants and members
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter
7. Become SafeGolf Accredited and adopt and Equality & Diversity Policy.

### **Signed on Behalf of Burnham-on-Crouch Golf Club:**

Club Manager: Ken Light

Signed: Ken Light

Date: Nov 30, 2020



Charter Champion(s): Mrs. Mary Hull

Signed: Mary Hull

Miss Mel Lewis

Signed: M E Lewis

Date: Nov 26, 2020

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 achieving and maintain a minimum 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptions that are not gender specific	Currently 4 female directors out of a maximum of 9 Board members	By encouragement to put themselves forward should they have the time and commitment to put into the management of the Club. Look for specific skill sets which will be of use to the management of the club. Current Terms of Reference for directors are gender neutral.	Currently achieved/Ongoing  Oct 2021
2	To achieve and maintain female representation on other club committees	In line with the Terms of Reference for committees there is 1 member from each section on the competitions committee, a minimum of 1 female member representing the ladies section on the Greens committee and a stipulation that the Lady Vice Captain serves on the social committee	Ladies Committee to put forward willing and capable members. To become aware of skill sets and experience of Lady members and encourage them to put themselves forward to serve the Club. Ensure all appointments to committees are open and transparent and there is a route for dealing with any complaints of undemocratic behaviour within committees.	Currently achieved/Ongoing  By end of 2021?
3	To actively encourage a larger female membership	Following on from a recent successful Ladies try golf incentive in 2019 to plan to repeat this. The one planned for May 2020 cancelled due to Covid.  Currently 88 Lady members over the age of 18	<b>An open day for all ladies advertised locally, via social media and on our website followed by a staged process of: 5-6 weeks tuition and limited membership leading to Academy membership and then to one of the Club's full memberships. Actively encourage those ladies from our previous programme to 'buddy' with new recruits and generally be involved in the new programme. Ensure the Club website shows pictures of women on the course prominently and all information on the ladies section easily accessible and up to date. Schedule all inclusive fun competition to involve "new recruits" and experienced lady members to further strengthen the current Ladies section.</b>	Open Day May 2021  Fun competition: End Aug 21  Target participation numbers - 40 Target membership conversions - 20

4	Promote junior and family membership	<p>A thriving and increasing cadet section which encourages non member family members to partake.</p> <p>Safeguarding policy already in place</p> <p>Currently 22 boys and 2 girls under age 18</p>	<p>Extremely enthusiastic Club Manager and Cadet Officers making the game of golf fun. Continue to encourage other members (DBS checked) to assist and help with the groups of cadets on the course.</p> <p>Continue to ensure space in diary for our Club's competitions specifically to support families e.g. Ron Button and ensure variety of sections represented to play and/or support at Cadet Days.</p> <p>Explore the idea of contact with local schools to actively encourage young girls into the game by offering a course of lessons perhaps with the first 3 being free to encourage uptake.</p>	<p>To continue to grow the section and hopefully encourage family members to join the club as well and become a more family orientated club. Ongoing.</p> <p>Target number of overall juniors - 30 by Sept 2021</p> <p>Target increase in girls - 2 by Sept 2021</p>
5	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
6	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. 2 Charter Champions appointed.
7	To become SafeGolf accredited and put other policies in place	<p>A) Adopt the required policies</p> <p>B) Appoint a Club Welfare Officer</p> <p>C) DBS checks obtained for relevant Club personnel</p> <p>D) PGA Professional(s) are included on PGA SafeGolf Register</p> <p>E) Equality and Diversity Policy to be instigated</p> <p>F) SafeGolf accreditation</p>	Current Management team and Directors to ensure the Club becomes SafeGolf Accredited and adopts an Equality & Diversity Policy.	<p>A) Achieved by 31/12/20</p> <p>B) Completed</p> <p>C) Achieved by 31/12/20</p> <p>D) Achieved by 31/12/20</p> <p>E) Completed and signed off by Directors</p> <p>F) Achieved by 31/12/20</p>

*All of the above are dependent on the way forward and possible restrictions placed on us and our sport by Covid 19. As a result achievement dates might need to be changed.*

**Signature:**   
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