

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Buckingham 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 Buckingham 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 Buckingham 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 Buckingham 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 Buckingham GC plan to achieve this::

1. Increase the number of women and girl golfers within the club in order to work on the golf gender gap we have in our membership
2. The Ladies Captain to have the same rights, communication and consultation as the Club Captain, including invitation to attend Board Meetings to represent all women within the club.
3. To allow the opportunity for a woman to become the Club Captain having received the approval of the members at an AGM to do so.
4. Promote volunteering opportunities for women and girls in the club.
5. Move from gender-based tees to ability-based tees
6. To stage some mixed gender individual competitions on the same day at the weekend
7. To actively promote female presence on the Board accepting that vacancies should be filled by members with the most appropriate skills and experiences for the role.
8. Appoint a designated Charter Champion within the club who can assist with the promotion of the charter, recording a baseline for the commitments in the charter and reporting on the progress in implementing the charter.

Signed on behalf of Buckingham Golf Club:

Ladies Captain: Fiona Robb
 Club Manager: Chris Hanks
 Charter Champion: Sharon Dale
 Chair of the Board: Tim Poil

Signed 
 Signed 
 Signed 
 Signed 

Date: 18/6/24
 Date: 20.6.24
 Date: 20.6.24.
 Date: 19/6/24

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	Increase number of women golfers within the club in order to work on the golf gender gap we currently have in our membership	Women's membership currently stands at 100 from juniors to full membership.. We are actively trying to increase this number over the next 5 years.	We have a pathway for women and girls to learn to play golf, advancing through our Junior Pathway, Academy Program and then onto Associate Membership before the Professional finally says those individuals are ready for 5 or 7-day membership. Offering a 3-month trial period with 1 or 2 lessons a week. The Ladies Section offers a buddy-system to on-board new lady members and help them integrate into the Ladies section. Promotion in the local area of inclusion and advertising to the wider community of our introductory programmes and activities. We also have an Outreach Junior program for under-privileged children (boys and girls) together with sponsoring local events.	Our membership year runs from 1 March, and we currently have more of a community-style of club memberships, and propose to move that more towards golfing memberships, so for the women and girls to increase by 10% in the next 5 years. Additionally looking at our current women's membership, increase the under 60's by 10% in the next five years.

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
2	<p>The Ladies Captain to have the same rights, communication and consultation as the Club Captain including invitation to attend Board Meetings to represent the Ladies</p>	<p>The Ladies Captain currently attends the Management Committee Meetings (but with no vote) but not the Board Meetings. The Club Captain does attend both the Management Committee Meeting and the Board Meetings.</p>	<p>A new governance structure is currently under review for implementation, and provision is being considered to invite the Ladies Captain to sit in on the Board Meetings as an observer only. This will all be subject to the members approval at an AGM or EGM.</p> <p>Under the proposed new Governance structure, there will be a Nominations Committee to whom any member wishing to stand for Committee or as a Director, will apply, and if they have the appropriate skills, knowledge and experience will be put forward to stand for election at the AGM.</p>	<p>By 1 January 2025 the Ladies Captain to attend the Board Meetings as an observer to represent the Ladies views.</p>

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
3	<p>To allow the opportunity for a lady to become the Club Captain having received the approval of the members at an AGM to do so.</p>	<p>There is a Club Captain and a Ladies Captain of the Ladies Section. The Club Captain runs the Management Committee Meetings which the Ladies Captain is invited to attend.</p> <p>We have provision in the Club Rules / Articles for a female to become the Club Captain. In 2022 we had our first female Club Captain.</p>	<p>It was achieved at the AGM in late 2021 to appoint our first female Club Vice-Captain and was agreed by the members. We vote in the Vice-Captain with the agreement of the members, then the following year there is no challenge to the Club Vice Captain becoming the Club Captain.</p> <p>See Point 2 regarding the proposed Nominations Committee.</p> <p>There is a separate Vice Captain selection Committee which consists of the President, Past Captain, current Captain, Vice Captain together with the Ladies Captain and Past Ladies Captain who bring forward names of potential candidates, and as a committee consider the proposed candidates. The selection committee review and finalise a list which the Vice Captain then approaches to seek their agreement to be being proposed as the Vice Captain at the AGM for the members to vote on.</p>	<p>Our first female Club Captain in 2022 was a very successful Club Captain and has paved the way for future females to be considered for the role of Club Captain, if a female wishes to be considered for the role, and has the appropriate skills and experience required.</p>

Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
4	<p>Promote volunteering opportunities for women and girls in the club.</p> <p>There are volunteering roles on the Board, Management Committee, Ladies Committee, sub-committees, recruitment selection committees, junior support roles and Junior Captain.</p> <p>We currently have a female Welfare Officer and she also helps with the Juniors.</p> <p>In the past 8 years we have had lady members joining the Board of Directors in the roles of Director of House, Head of Handicaps and Competitions (who then went on to become the first female Club Captain). Also in 2017 we had a lady on the Marketing and Development Committee.</p> <p>We currently have a Ladies Past Captain on the the sub committee that is conducting a review of/revisions to the governance structure. Additionally the Membership Committee is headed up by our recent Lady Club Captain.</p>	<p>The Board actively look to increase female participation at all levels in BGC. There are job descriptions written up for all Board roles.</p> <p>The Board believe that the appointment of the directors should be done on having the appropriate skills, experience and knowledge to become a Director.</p> <p>The Board on occasions set up sub-committees and look to have female participation on these sub-committees, ie Strategy Development Committee, new Governance review committee.</p> <p>As noted in Point 2, the proposed new Governance structure will include a Nominations Committee who will receive and review applications for candidates and recommend those approved candidates to be elected at the AGM.</p> <p>The first Nominations Committee will have the President as chair together with the Club Captain, Ladies Captain and Seniors Captain. It will be a standalone committee.</p>	<p>Look to increase the number of females on the various committees by 5%.</p> <p>Conduct a campaign to ask if any ladies are willing to join the various sub-committees before the next AGM at the end of 2024</p> <p>The Ladies Captain does have an informal invite to attend the Board Meetings, if appropriate or is required, but would not be allowed to vote.</p>

	Commitment	Current Situation	How this will be achieved	Date/Progress/ Targets/Comments
5	Move from gender-based to ability-based tees. This happened in 2018.	In the Autumn of 2020 we moved from gender-based tees with the start of WHS, the course was measured for ladies to play from red, blue and yellow tees for slope ratings. Only the white tees were not measured for ladies.	This has already taken place with the introduction of WHS. We also have black forward tees which are used when introducing new lady members to golf and for juniors to get used to playing golf, before they start putting in card for handicap purposes.	The new tee-system has worked well, and we have mixed club competitions.
6	To stage some mixed gender individual club competitions on the same day at the weekend.	We already have club mixed competitions during the week and at weekends, that a few of our ladies play in. This applies to the current Saturday, Sunday and Wednesday competitions.	The club wants to promote more mixed-gender competitions at the weekends and encourage more of our ladies to play in them. A few ladies are now joining the roll-ups on Sunday. Review feedback from these events/ competitions and continue to evolve going forward.	Include more of the mixed club competitions in the club diary for 1 Jan 2025.
7	To actively promote female presence on the Board accepting that vacancies should be filled by members with the most appropriate skills and experiences for the role.	We do allow/have had female representation as Board members in the past.	We publish Director's job descriptions to members on the club website. There is a review currently taking place of the governance structure with a view to making changes to the governance structure. See Point 2 with regards to the proposed Nominations Committee.	By the end of 2024 complete the review of the governance structure, rules and articles of association and present the new governance structure to the members for approval at the AGM in December 2024.

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
8	<p>Appoint a designated Charter Champion within the club who can assist with the promotion of the charter, recording the baseline for the commitments in the charter and reporting on the progress in implementing the charter.</p>	<p>We have recently appointed a Charter Champion utilising the role description provided by England Golf. The Champion will be responsible for the promotion, activation and reporting on the progress of the Charter.</p> <p>Our Charter Champion currently Heads Up the Membership Sub Committee and is part of the Development Committee.</p>	<p>BGC will display the Charter commitments internally and externally using noticeboards, club website, social media, and membership packs.</p> <p>Capture and record a baseline of all the key measures we are committing to within the charter including membership data to enable the club to see the impact of the charter.</p>	<p>Formally share progress and updates to the Charter with England Golf and to provide England Golf with an annual report on the progress on commitments made.</p> <p>Internally, report progress on commitments made on a quarterly basis.</p>