

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 is currently in the process of building a short game practice area following the successful procurement of a grant from the R&A Covid Support Fund. This will add to our existing practice facilities and allow for an 'Academy' category of membership.	By getting involved with the various England Golf campaigns such as Girls Golf Rocks, Women on Par or engaging and supporting Women and Girls Golf week. It is planned to have two 'Taster Days' for women/girls per year to showcase the facilities on offer. This initiative has proven successful in previous years and has resulted in new female members.	By the end of each summer, it is hoped that at least 6 new female members will have been recruited. This would be achieved by running taster/get into golf sessions during April and June of each year. Publicity for these events will be via the various social media platforms as well as targeted leaflet drops and direct involvement with local schools. It is hoped that at least 20-30 individuals will be engaged with per session with a conversion rate of 1 in every 10 to either full or academy membership.
2	Promote a membership pathway, for women/girls and families to progress within the club	Our club currently has junior, full playing and stepped under 30's categories open to females. As new female members join the club, or if anyone is looking to join, our current ladies section will provide support in terms of an invitation to play and to offer equipment on a temporary loan basis to help get started. Academy membership to be introduced.	By introducing an Academy category of membership in order to offer a clearer pathway to full membership. An annual 'Member Satisfaction' survey can be issued to gauge the success of any initiatives undertaken and to develop the initiatives based on responses.	A quarterly appraisal of conversion/retention numbers would be undertaken to ensure targets are being met and to then ascertain what impact, if any, this has had on the membership as a whole. This would help identify any areas of weakness that would need to be adapted to ensure better retention and conversion rates. It is hoped that retention numbers exceed 50%.
3	Have designated Champions/Mentors within the Club who can assist and support new participants and members	Our club currently operates an introductory programme involving 3 of our female members (including the Captain) who aim to contact any new starter to offer loan equipment and inclusion in golf games. This programme will develop to work alongside the pathway we are looking to implement.	By continuing and developing the current programme and by providing them with FREE access to the Golf Hero's E-Learning – https://www.EnglandGolf.org/club-support/membership-growth-retention/your-volunteers/golf-buddies/	We want to recruit at least two more champions/mentors by April 2021 to hopefully fall in line with an anticipated increase in membership. Training will be offered via the England Golf Buddies platform.

4	To achieve and maintain 25% female representation on our Management Committee by actively promoting these positions linked to appropriate role descriptors that are not gender specific	Our current committee consists of: 12 elected members and officers of which, 2 are female (Ladies Captain and one elected member). Members, of any gender, can apply for election onto the committee by way of a vote in the AGM. An elected member sits on the committee for a 3-year term before having to be re-elected. Individual roles are determined at the start of each year and are open to any committee member to apply.	By: <ul style="list-style-type: none"> • Formulating a nominations committee • Completing a skills matrix of the existing committee to ascertain gaps in current skills • Promoting the need for more women to stand for election at AGM in monthly club newsletters and impact they can achieve by sharing roles and responsibilities 	To achieve 25% female representation effectively means increasing the current set up by one, almost immediately achievable. A nominations committee will ensure this balance is maintained going forward.
5	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 is 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 with our local England Golf Club Support Officer. We expect to be complete by March 2021. Our annual review date is the end of January	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.	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