



These objectives will be embedded into the club business plan and reviewed on an annual basis, to ensure that this inclusive commitment remains robust.

	<b>Commitment</b>	<b>Current Situation</b>	<b>How this will be achieved</b>	<b>Date/Progress/ Targets/Comments</b>
<b>1</b>	Deliver a minimum number of two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns	We plan to put in place during a year at least two/three initiatives that will promote women/girls & families to the club.	<p><b>By</b> Launched TH Golf Academy in 2021, it includes an Academy for Women, Juniors, and Men. This will provide a pathway for women, girls, and families to become involved at the Club. To continue going forward.</p> <p>We plan to hold a coffee &amp; golf day for women in 2023/24. The event will be promoted through social media &amp; digital platforms.</p> <p>Introduction of a Adult &amp; Junior competition to the club diary in 2024.</p>	<p>Target 8 - 10 women onto the academy in year 2023/24.</p> <p>2023/24 Year</p> <p>Target 60 women to attend the event.</p> <p>2023/24 Year</p> <p>Target to have a mix of men &amp; women playing with juniors.</p> <p>2023/24 Year</p>
<b>2</b>	Promote a membership pathway, for women/girls and families to progress within the club	<p>Current membership; Women 7 day = 37 Senior &amp; life 11 + 3 = 14 5 &amp; 5 day + = 12 + 4 = 16 Total women = 67</p> <p>Junior Girls 12 &amp; under = 1 13 to 17 = 4 Total Girls = 5</p> <p>Junior Boys 12 &amp; under = 28 13 to 17 = 28 Total Boys = 56</p> <p><u>Note:</u> Membership numbers as at 31/07/2023</p> <p>TH Academy women &amp; girls = 17</p> <p>The club has a staged progression through the academy to membership.</p>	<p><b>By</b> The academy will take women, juniors &amp; men through a stepped progression from beginner to club member.</p> <p>New members will be invited to a new member welcome event where they can meet with members, be provided with support and give feedback to the club to obtain a greater understanding of their needs.</p> <p>Maintaining a buddy process (see commitment 3).</p>	<p>Target 2 new women joining the membership every year from the academy.</p> <p>New member welcome event to be held.</p> <p>2023/24 Year</p>

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<b>3</b>	Have designated Champions/Mentors within the club who can assist and support new participants and members	<p>The club has established a buddy process with a buddy mentor programme.</p> <p>Buddy process was agreed, documented &amp; in place by October 2021.</p> <p>Buddy process introduced for all new members, Men, women &amp; juniors in 2023.</p>	<p><b>By</b> Establishing and maintaining a team of voluntary buddies consisting of new and established members.</p> <p>Bringing the team of volunteer buddies together to share experience, obtain a greater understanding of new member needs and identify the positive changes that will improve the new member experience.</p> <p>Allocating a volunteer buddy to all new members.</p> <p>Process subject to ongoing review and update.</p>	<p>Target of maintaining 6 to 10 active playing women members to act as a Buddy representing 11 - 18% of the active (playing) membership.</p> <p>2023/24 Year</p>

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4	<p>To achieving and maintaining 30% female representation on our General Committee/Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific.</p>	<p><b>Our current Board and/or committee consists of:</b>            Current breakdown is            7 Men            2 Ladies</p> <p>The General Committee should normally include at least 2 men and 2 women members.</p> <p>Club Chairman, Club Captain, Club Treasurer &amp; Club vice Captain (vice has no voting rights on GC) are nominated by Members with at least 5 years standing. Those nominated must have been 7 day members for at least 3 years.</p> <p>The 5 remaining positions are nominated by members with at least 2 years standing.</p> <p>Members are elected to serve on the General Committee for 2 years (&amp; no more than 4 consecutive terms)            Club Chairman is elected for 3 years &amp; no more than 2 terms.</p> <p>The election process takes place at the Annual General Meeting.</p> <p>The election of the Ladies' Captain and Ladies' vice Captain (vice has no voting rights on GC) follows the same rules within the Ladies section and they are elected at the Ladies Annual Meeting.</p>	<p><b>By:</b>            Prior to establishing the England Golf best practice Governance the club will promote the benefit of having women stand for election onto the General Committee.</p> <p>The club is looking towards establishing the England Golf best practice Governance model. During this process and as part of the communication to members the club will promote the benefit of having more women involved and participating within the club management activity.</p>	<p>To promote available roles within the Ladies section for General Committee elections. Target date April 2023 to achieve 30% representation.</p> <p>2023/24 Year</p>

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<b>5</b>	To maintain being a SafeGolf accredited club and ensure policies and procedures remain up to date	<p>Achieved the SafeGolf Accreditation 19/4/2021. by:</p> <ul style="list-style-type: none"> <li>a. Adopted the required club policies.</li> <li>b. Appointed a Club Welfare Officer.</li> <li>c. DBS checks are obtained for relevant club personnel.</li> <li>d. Club staff and volunteers have obtained any required qualifications.</li> <li>e. PGA Professional(s) are included on PGA SafeGolf Coaches Register.</li> </ul> <p>Equality &amp; Diversity policy agreed June 2021</p>	<p><b>By</b></p> <p>The management team at the club have approved all the policies and procedures.</p> <p>All documentation is up to date and has been shared with the local England Golf Club Support Officer.</p> <p>Review &amp; update of the Equality, Diversity &amp; Inclusion policy (ED&amp;I). To be agreed Autumn 2023.</p>	<p>Going forward all documentation and practices will be reviewed on an ongoing basis with our next annual review date being April 2024.</p> <p>2023/24 Year</p>
<b>6</b>	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.	<p><b>By</b></p> <p>Formally share progress and updates/changes to the charter with England Golf moving forward.</p>	<p>To provide annual measures to help determine the impact of the charter.</p> <p>2023/24 Year</p>
		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.	<p>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release</p>	<p>The Charter Champion to provide England Golf with an annual report on progress on commitments made</p> <p>2023/24 Year</p>