

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Ashford Manor 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 shift in culture. There is a need for change and the potential benefits of growing the sport through more women and girls participating in golf at Ashford Manor Golf Club is key to the success of the club.
- 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 Ashford Manor 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 Ashford Manor 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 level with Ashford Manor 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 Ashford Manor 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 achieve and maintain 30% female representation on our General Committee by actively promoting these positions linked to appropriate role descriptors that are not gender specific.
5. To maintain being a Safe Golf accredited club and ensure policies and procedures remain up to date.
6. Appoint a designated Charter Champion/s within the club who can assist with the promotion and reporting of the charter.

Signed on Behalf of Ashford Manor Golf Club.

Club General Manager: B Chard Signed:

Date: 28th July 2021

Club General Manager: M O'Connell Signed:

Date: 25th August 2022

Charter Champion/s: M R Dowsett Signed:

Date: 28th July 2021

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 By;	Date/Progress/ Targets/Comments
1	To deliver a minimum of at least two/three initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns	Launched TH Golf Academy in 2021, it includes women, juniors, and men. 2023 launched an annual women's coffee & golf event. The club will continue to reach out to couples. In 2025 introduced a Mixed Open event. The club will continue to support juniors and integrating them within the club. In 2024 introduced an adult & junior competition to the club diary to be held annually. In 2025/26 to hold events enabling members to invite partners & friends to try golf & experience the club with a view to joining. All events will be promoted through social media & digital platforms to reach a younger age group.	TH Golf Academy for women, juniors, and men. Holding an annual coffee & golf event for women. Scheduled for 14/4/26 Annual Mixed Open event. Scheduled 12/5/26 Adult & Junior evening competitions run during the summer. Annual adult & junior competition. men, women & juniors of all ages & abilities. Scheduled for 26/8/25 Member introduction with a women's 3 month trial. membership offer. Friends afternoon, women members to invite female friends to experience the club with a view to membership. Scheduled for 5/8/25 A golf taster session to enable women to have experience of the club & course prior to moving into lessons & later to joining. Scheduled for 5/9/25	Target 8 - 10 women onto the academy in year 2025/26. <u>2025/26 Year.</u> Women 7 Girls 2 Boys 22 Target 60 women to attend the event. <u>2025/26 Year.</u> 71 ladies attended. Target 30 couples attend the event. <u>2025/26 Year.</u> Cancelled. Target to have a mix of men & women playing with juniors. <u>2025/26 Year.</u> Held 9 during May, June, July & Aug. Target to have a mix of gender, age & mixed playing abilities. <u>2025/26 Year.</u> Successful event with 48 players/16 teams. Target 25 women with 5 to take up a 3 month trial membership. <u>2025/26 Year.</u> 5 women on trial membership Aim to have 10 friends attend & 3 take up trial membership. <u>2025/26 Year.</u> 4 attended. Target 20 member referrals experience the club with 2 moving into lessons. <u>2025/26 Year.</u> 4 attended.

	Commitment	Current Situation	How this will be achieved By;	Date/Progress/ Targets/Comments
2	Promote a membership pathway, for women/girls and families to progress within the club	Current Playing Membership; Total Men, Women & Juniors = 700 Women 7 day = 35 Senior & life 7 + 2 = 9 5 & 5 day + = 8 + 3 = 11 Temp = 3 Total women = 58 Junior Girls 12 & under = 3 13 to 17 = 1 Total Girls = 4 Junior Boys 12 & under = 27 13 to 17 = 38 Total Boys = 65 Total Juniors 69 <u>Note:</u> <i>Playing Membership numbers as at 31/07/2025</i> TH Academy 6 women, 3 girls and 12 boys.	The academy will take women, juniors & men through a stepped progression from beginner to golfer. When appropriate there will be a pathway to membership. All 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. Scheduled for 16/6/26 Maintaining a buddy process (see commitment 3).	Target 2 new women joining the membership in the year. <u>2025/26 Year.</u> 2 new lady members joined. New member welcome event to be held. <u>2025/26 Year.</u> 14 men attended.
3	Have designated Champions/Mentors within the club who can assist and support new participants and members.	The club has established a buddy process with a buddy mentor programme. Buddy process was agreed, documented & in place by October 2021. 2023 Buddy process introduced for all new members. The process is subject to ongoing review and update with feedback sought from Buddies & new members in order to share experience, obtain greater understanding of the new member needs and identify the positive changes that will improve the new member experience.	Establishing and maintaining a team of voluntary buddies consisting of new and established members. Allocating a volunteer buddy to all new members. Ensuring that buddies provide a warm welcome, that they understand the new member needs and that they fully integrate the new member to the club.	Maintain 6 to 10 active playing women members to act as a Buddy representing 11 - 18% of the active playing membership. All new women members to be allocated a buddy. <u>2025/26 Year.</u> 2 new women members each allocated a buddy. To undertake a review of the process & obtain feedback with each new member & their buddy so as to improve the process & experience. <u>2025/26 Year.</u> Following feedback the aim is to assign a Buddy within 7 days of the new member paying the appropriate fees.

	Commitment	Current Situation	How this will be achieved By;	Date/Progress/ Targets/Comments
4	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.	Our current Board and/or committee consists of: Current breakdown is 8 Men 3 Ladies General Manager The General Committee should normally include at least 2 men and 2 women members. Club Chairman, Club Captain, Club Treasurer & Club vice Captain are nominated by Members with at least 5 years standing. Those nominated must be 7 day members & been so for at least 3 years. The 5 remaining positions are nominated by members with at least 2 years standing. Members are elected to serve on the General Committee for 2 years (& no more than 4 consecutive terms) Club Chairman & Treasurer elected for 3 years & no more than 2 terms. The election process takes place at the Annual General Meeting. The election of the Ladies' Captain and Ladies' vice Captain follows the same rules within the Ladies section and they are elected at the Ladies Annual Meeting.	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. 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. Both men & women sought for co-opt roles on sub committees. Currently one women co-opted onto the Golf & Greens sub committee & in the voluntary role of Competition Secretary.	To promote available roles to women members for General Committee elections. Target to maintain a good representation (30%) of women each year. <u>2025/26 Year.</u> Status maintained. 3 women remain on General Committee. 1 women continues in voluntary role of Club Competition Secretary. To promote involvement by members in sub committee through co-opt roles. <u>2025/26 Year</u> 1 women continues in voluntary role of Club Competition Secretary.

	Commitment	Current Situation	How this will be achieved By;	Date/Progress/ Targets/Comments
5	To maintain being a SafeGolf accredited club and ensure policies and procedures remain up to date.	Achieved the SafeGolf Accreditation 19/4/2021. by: a. Adopted the required club policies. b. Appointed Club Welfare Officer. c. DBS checks 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. July 2025 documentation updated for changes to legislation on “position of trust” Sexual Offences Act 2003, sections 16 - 19. June 2021 Equality & Diversity policy agreed. August 2023 Equality, Diversity & Inclusion policy agreed. Achieved “Respect in Golf” status.	The management team at the club have approved all the policies and procedures. All documentation is up to date and has been shared with the local England Golf Club Support Officer.	Going forward all documentation and practices will be reviewed on an ongoing basis with our next annual review date being April 2026. <u>2025/26 Year.</u> All safeguarding documentation & processes reviewed and updated. SafeGolf certificate updated 11/3/2026.
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. <u>2025/26 Year.</u> August 2026 Review, update & report to England Golf.
		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. Report of club achievements since signing the charter communicated to members Aug 2024 & Aug 2025.	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. <u>2025/26 Year.</u> August 2026 Review, update & report to England Golf. Also, involved with Middlesex & Surrey WiG forums & networking.