



The R&A Women in Golf Charter

Buckinghamshire County Ladies Golf Association

A commitment to a more inclusive culture within golf



ENGLAND
GOLF

We, the Buckinghamshire County Ladies Golf Association (BCLGA) 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 the BCLGA 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 BCLGA, 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 association.



Signatories commit to activate this Charter by:

- 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 the BCLGA plan to achieve this:

1. WIG targeted events: We will continue to deliver at least two initiatives annually targeting women & girls that are aligned with key England Golf campaigns.
2. Continuous Improvement: We will review our playing opportunities in order to increase female participation in Championships and County events. We will seek out barriers to entry and respond to them.
3. Reporting: We will monitor Women's and Junior girls' participation in golf across the county and develop and maintain contact with juniors when they move out of junior ranks, especially those who go on to work in golf.
4. Communicating: We will review & improve communications, including web site, regular newsletters and social media presence.
5. Promoting: We will improve visibility of BCLGA for women and girl golfers.
6. Consulting: We will consult with clubs and encourage them to download the R&A WIG toolkit and work through it.
7. Championing: We will appoint a designated Charter Champion within the County who can assist with the promotion and reporting of the Charter.

Signed on Behalf of the BCLGA:

County Captain	Signed: 	Date: 19.1.2023
Charter Champion	Signed: 	Date: 25.01.23

These objectives will be embedded into the 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	<p>WIG Targeted Events:</p> <p>We will continue to promote and/or deliver at least two initiatives annually targeting women & girls that are aligned with key England Golf campaigns.</p>	<p>Buckinghamshire clubs have been involved in Girls' Golf Rocks since its inception with three or four clubs running GGR each year.</p> <p>BCLGA currently run a number of training programmes for girls at various levels.</p> <p>Many clubs have an academy aimed at introducing women to golf and there are a number of clubs that have a junior academy aimed at attracting girls into golf.</p> <p>A number of schools in Bucks offer golf as part of the curriculum.</p>	<p>Continue to promote the England Golf Girls' Golf Rocks initiative and encourage more clubs to get involved.</p> <p>Continue to provide County run training programmes within BCLGA for junior girls* (see Appendix A for the details of the 2023 Junior Development Programme).</p> <p>Encourage clubs to run women's and junior girl's Academies. During 2023 compile a list of existing academy set ups and share their approach and results with other clubs at the delegates meetings.</p> <p>Share best practice of attracting and retaining women and girls between clubs using the County Delegate meetings. Share ideas for less expensive and time consuming 'golfing'. Develop mini-case studies and share on various media.</p>	<p>Include details on Girls' Golf Rocks in Captain's Jan 23 newsletter.</p> <p>Encourage a spread of Girls' Golf Rocks centres in Buckinghamshire and help the Clubs connect with the PE Teachers in the County.</p> <p>Aim to increase number of clubs offering an Academy/Pathway for women and/or girls by 10%.</p> <p>CJO/County to offer support to clubs with their initiatives. Schedule Par 3 / Introductory competitions and pre-handicap and junior girl's development programmes.</p> <p>Promote & share best practice at Delegates Meetings and create a checklist of success criteria / helpful tips. Promote using social media and BCLGA Website following the recruitment/appointment of a dedicated media officer.</p> <p>Reporting on / recognising in our newsletters and on our dedicated WIG Website those Charter Champion Clubs that are leading the way.</p>

2	<p>Continuous Improvement:</p> <p>We will review our playing opportunities in order to increase female participation in Championships and County events. We will seek out barriers to entry and respond to them.</p>	<p>We currently have a county championship, restricted on handicap, and several team competitions, some restricted on age (seniors). There are also winter and summer knockouts and club competitions. We introduced a par 3 competition in 2022 to be more attractive to higher handicappers.</p>	<p>Ongoing review of competitions and handicap limits. Over the past 7 years the championship was played we had between 18 and 25 players entered. These low figures are discussed regularly at Executive and at Delegates Meetings to get views from the members and to explore ideas for increasing the uptake.</p>	<p>Review and improve the format for the county championships to encourage more participation by higher handicappers by introducing a handicap championship of 18-hole stroke play alongside the 36-hole gross qualifier. Target is to double the entries from 2022 (>40).</p> <p>Promotion of senior's team competitions (up HI limit to 54), a separate senior's championship and par 3 competition to get more entries. Continue the process for reviewing and continuously improving our leagues and competitions (cull unsuccessful ones and introduce new formats).</p> <p>New centenary competition in 4BBB format at Woburn open to 2 pairs from all clubs.</p> <p>Introduce a regular survey and/or seek feedback from delegates to understand barriers to entry or participation in County competitions and mediate against them going forward.</p>
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3	<p>Reporting:</p> <p>We will monitor women's and Junior girls' participation in golf across the county and develop and maintain contact with juniors when they move out of junior ranks, especially those who go on to work in golf.</p>	<p>Access to lists of women golfers and Junior girls through WHS.</p> <p>Some contact with alumni of Buckinghamshire Junior girls, several of whom give their time to encourage current Juniors.</p>	<p>Monitor movements in numbers of women and girls playing golf in Buckinghamshire.</p> <p>Maximise benefits of relationships with Buckinghamshire Girls' alumni - lessons and talks.</p>	<p>Find/appoint a 'Social media and Web officer'.</p> <p>Maintain contact with past Buckinghamshire Juniors using social media (or similar) to promote and develop these relationships.</p> <p>Encourage past juniors to maintain contact with each other. Invite past players (Gemma Dryburgh, Thalia Kirby, Zoe Fitz-Costa, Katie Burman, etc.) and Teaching Pro's to speak or coach at Gala Day and/or future events/lunches.</p> <p>Create a community/alumni network and belonging, via social media, events and newsletters.</p>
4	<p>Communicating:</p> <p>We will review & improve communications, including web site, regular newsletters and social media presence</p>	<p>Web site is fairly basic and difficult to keep up to date.</p> <p>Newsletters are sent regularly by Captain and Handicap Advisor.</p> <p>Information is disseminated to clubs via Delegate and Lady Captain.</p> <p>Delegates Meetings are more interactive with discussions and also coaching offered to attract participants.</p> <p>Very little social media presence.</p>	<p>Looking to move web site to a technology that is easier to keep up to date.</p> <p>Review of social media.</p> <p>Encourage Club Delegates to share information with their club members.</p> <p>Encourage exchange of best practice with Oxon / Berks and MS region on communication issues.</p>	<p>Allocate responsibilities and create Social media presence; continue with monthly newsletters to all subscribed members.</p> <p>Aim to make web site more user friendly for 2023.</p> <p>Review dates and times of Delegates Meetings to make these accessible to working ladies. Meetings moved to Zoom (2x) and variable times of the day; 2 people per club encouraged to join.</p> <p>Learn from other counties – schedule a best practice workshop</p>

5	<p>Promoting:</p> <p>We will improve visibility of BCLGA for women and girl golfers.</p>	<p>A significant number of club members do not engage with BCLGA as they think we are only interested in elite golfers.</p>	<p>Promotion of events/activities through the club delegate, social media, website and newsletters.</p> <p>We held a Gala Day on 2019 which was very popular with the general members.</p> <p>Take advantage of our centenary in 2023 to hold a Gala Day open to all members.</p>	<p>2023 Centenary Handbook and parcel of posters/entry forms sent to LC's. Website up to date for all entries for 2023.</p> <p>Gala Day scheduled for 18 July 2023.</p> <p>This will include coaching, golf fitness, clothing and lots more. Previous county players who are now coaching are being invited to come and take part.</p>
	<p>Consulting:</p> <p>We will consult with clubs to encourage them to download the R&A WIG Toolkit and work through it.</p>	<p>Many clubs are in denial of their current WIG offering and equality standards.</p>	<p>Encourage club delegates to download the R&A Toolkit and complete the SWOT analysis. Help them with some actions/next steps to discuss with their club/executives to improve their charter status.</p> <p>Develop a consulting relationship between the club delegate and the County WIG Charter Champion.</p> <p>BCLGA to award/recognise clubs that make the biggest strides and sign the WIG Charter.</p>	<p>Review / update at 2023 delegate & VC meetings. Added WIG to Nov 2022 and Feb 2023 agenda. Invited those clubs who have already achieved WIG to present to others and share experience.</p> <p>Consider Zoom with Club Managers to gain their input and raise the issue with them.</p>

	<p>Championing:</p> <p>Appoint a designated Charter Champion within the County who can assist with the promotion and reporting of the Charter.</p>	<p>BCLGA is committed to capturing & recording a baseline of all the key measures within the charter including membership data for our County to determine the impact of the charter.</p> <p>BCLGA will 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>	<p>BCLGA will formally share progress and updates/changes to the charter with EG moving forward.</p> <p>BCLGA will formally display the charter commitments on its website, social media and utilise the England Golf press release.</p> <p>BCLGA is committed to promoting the Charter and encouraging more clubs within Buckinghamshire to become a signatory.</p> <p>BCLGA will include WiG as a regular topic at Delegates Meetings to provide a conduit for clubs to share best practice and discuss issues/concerns.</p>	<p>BCLGA will provide annual measures to help determine the impact of the charter.</p> <p>The Charter Champion will provide EG with an annual report on progress on commitments made.</p> <p>In January 2023 there are 4 affiliated clubs who have completed the charter. BCLGA seeks to double this during 2023 but recognises that this target is beyond its control (dependent on club commitment).</p> <p>WIG has been discussed at two Delegates meetings in 2022 and will feature in a min of 2 meetings in 2023; consider a survey of clubs to see progress towards the Charter.</p>
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APPENDIX A

Junior Development Programme

The County Junior Organiser has a committee who run events for junior girls.

Girls range from around 7 years old (sometimes younger) to 18 – a girl is a junior until the end of the calendar year in which she reaches her 18th birthday. We run events for girls both with and without handicaps, but not for absolute beginners.

Junior Fun Days

For girls who have not yet gained a handicap, plus those with higher handicaps, we run Play Days once a month at Abbey Hill (Milton Keynes) and Wycombe Heights and Wexham Park. These consist of a couple of hours playing the courses. The main aim is to ensure the girls enjoy their golf and meet other girls who play golf. We encourage the girls who attend the Fun Days to join a club near their home (if they are not already a member) and obtain a handicap at their club.

Junior Competitions

For the girls who have gained a handicap, we run 5 individual competitions between March and September. At most of these competitions we also run a 9-hole competition for pre and higher handicap girls, to start giving them some experience of playing a full course. When available, we use forward tees for the 9-hole competition.

We also run the very popular **Karchargis** Trophy at the end of the summer holidays – a green-somes competition for pairs consisting of a lady and a junior girl. If you do not know of this competition already, you might like to enter when you are Ladies' Captain with one of your junior girls.

Academy Coaching

Our main junior development initiative is Academy Coaching - a structured coaching package of 6 half day sessions, once a month from March to October (not July or August), with a professional at Wexham Park or Abbey Hill.

Intermediate Training

This is another initiative to give the girls some more experience and to encourage them to meet each other so they have more girls to play golf with. We hold sessions in the school holidays (Easter, July, August, October), which last a full day, with skills challenges in the morning and matchplay or a team competition in the afternoon. These are open to all the girls who are not part of the county elite squad and we also invite our past juniors up to the age of 21. These are run by our County Training Officer (a PGA teaching pro). Girls without handicaps are welcome as long as they are able to play on a full course.

Elite Coaching

Elite coaching is not part of the junior responsibilities but forms part of the responsibility of the County Captain. However all the lower (around 1 and below) handicap) junior girls are invited to be part of the county elite squad, who have 4 or 5 coaching sessions over the winter and spring.

Matches

We also have lots of matches through the year – league scratch and handicap matches against other counties, friendly matches against Woburn and Beaconsfield and also a couple of friendly matches for the high and pre-handicap girls against other counties.

Other Events

Some of the girls also enter various junior opens and other competitions through the year - we try to keep up with what is going on and let all the parents know, but most of this is done between the various parents.