



Sherborne Golf Club

HIGHER CLATCOMBE, SHERBORNE, DORSET, DT9 4RN.

R&A



The Sherborne Golf Club Women in Golf Charter

A commitment to a more inclusive culture within golf

We, **Sherborne 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 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 Sherborne 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 **Sherborne 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/board level with **Sherborne 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 **Sherborne Golf Club Plan to achieve this**

- To achieving and maintaining 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific
- Deliver a minimum number of 4 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
- Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
- Promote a membership pathway, for women/girls and families to progress within the club
- Have designated Champions/Mentors within the club who can assist and support new participants and members
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Sherborne GC:

General Manager: Alasdair Danson-Webster

Signed:

Date: December 2020

Club Chairman: Peter O'Brien

Signed:

Date: December 2020



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2020/21 Lady Captain: Priscilla Dickens

Signed:

Date: December 2020

Priscilla Dickens

21 Dec 20

Charter Champion & 2021/2022 Lady Captain: Sharon Scarlett

Signed:

Date: December 202

Sharon Scarlett

21/12/20.



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 Promote and increase the number of female juniors into golf.	Membership of female juniors currently 3 at U14 and 3 at U18 and 1 student	Increased liaison and co-operation with local state and independent schools to promote golf as a school sport. 2 Local State and Independent Schools identified as a starting point within a 10-mile radius. Explore opportunities with the Golf Foundation to aid with the funding of school and junior golf initiatives. A pathway to progress from Junior to lady golfer with the reinstatement of an Academy Membership. Inclusive environment for Juniors as more likely to play at weekends and evenings/possibility of a Sunday evening junior roll up. The Club will sign up to Girls Golf Rocks – England Golf initiative. This will be completed when recruitment of an employed PGA is completed – by the close of Q1, 2021. This will promote beginning golf and junior golf coaching for females. Utilise the England Golf Social Media Savvy workshop and have the relevant personal attend a seminar. Skills will be used to promote Junior Golf and Girls Golf Rocks.	Charter champion to liaise with coaching staff and schools to introduce the appropriate coaching and junior sessions. Use of Club social media and website platforms to advertise the above. Aim to get 2 schools on board and increase female junior membership to 6 at Under 14 and 6 at Under 18 by the end of 2021. Increase the Student membership to 2 by the end of 2021.
2 Promote the inclusion of Women with Nominations to the Management Committee and achieve (plus maintain) a minimum of 30% representation both on	Sherborne Golf Club has a tradition of female representation on the Management Committee. Currently 1 Lady is present on the Management Committee with a vote (17%).	Promote positions to the ladies' section via section champions and encourage involvement. Actively promote Management and Golf Committee positions, and link appropriate role descriptors that are not gender specific.	Target: 20% representation by end of 2021 and 30% by end of 2022 The AGM will be the point where success can be measured as candidates are elected.



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	this committee management and the Golf Committee.	3 Ladies are present on the Golfing Committee with a vote (33%).	Review the England Golf governance guide and seek to incorporate best practices. Vacant roles to be formally advertised via Club Newsletter, email, and noticeboards. Create a formal pathway for new committee members, that will support them being a decision maker. Charter Champion to feedback an update on the WIG charter to the Management Committee twice per year.	
3	Offer greater inclusion with Course Setup and Competition options for all genders.	As in most traditional Clubs' at present many Club competitions are gender specific with the exclusion of Mixed competitions.	Once the WHS system has been introduced and any initial teething issues resolved encourage rounds to be played and supplementary scores to be recorded from the gender-neutral tees. Promote a quarterly fun coemption format open to all genders. Review the Club's competition calendar and restructure some to promote gender neutral play. Encourage existing and new female members to participate in competitions other than the Thursday Ladies competition.	Academy Course has been measured and is rescheduled to rated Gender neutral, Blue Course, measured enabling qualifying competitions and permanent tee markers in place.
4	Increase female golf membership & Promote golf to female beginners	Currently 54 full members, 10 PlayMoreGolf and 12 eleven-hole 5-day seniors. A challenging course and limited facilities/coaching for beginners. 3,176-yard Academy Course has recently been measured by the DCGU.	Active promotion via social media and publication of events, competitions in local press. Incentives to join Promote the Monday roll ups, incentives to get into golf (12 for 10 coaching lessons). Create and informal Ladies T&T programme to incorporate Beginners and existing lady members, creating a fun and safe environment to learn.	Increase overall lady membership by 10% by end of 2021. Assuming enough coaching staff, beginner group course of golf lessons to be available by April 2021. Look to hold 3 Ladies Free taster sessions in the summer of 2021. Recruitment of a PGA Professional has started in December 2020.



			Offer day/evening/mid-week and weekend introductory courses with 'Golf Buddy' support from existing members. Promote the use of the Academy Course and seek its accreditation for being a qualifying course for handicap purposes. Build in access to the Practice range with lady golf lesson packages. Seek sponsorship for WIG – utilising roadside advertising -location that is currently vacant or current partners' network. The Management has approved the relevant policies and procedures. All policies have been evidenced, are live on the Club's Members Hub and our England Golf Club Support Officer has been notified. New PGA Professionals will be registered on the Safe Golf List and volunteers will attend relevant training courses.	
5	To attain Safe Golf Accreditation and ensure policies & procedures remain up to date.	Adopted the England Golf Safeguarding policy. Club Welfare Officer has completed and been certified in a Time to Listen seminar. PGA Coaches registered on the Safe Golf List.	Annual Review to of policies to take place and a documented register created to note changes, and updates. Ensure relevant training is up to date and undertaken by key staff members and volunteers. Policy will always be available to view at the Club and in the Members Hub. To be completed by December 31st, 2020.	
6	Impact measures	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 by keeping our England Golf Club Support Officer informed and performing and annual review.	To provide annual measures to help determine the impact of the charter. To use the charter as a key strategic measure in the evolution of the Club.
7	Promotion of the charter	To appoint a charter champion utilising the role description provided. The champion will be	The club will formally display the charter commitments internally and externally from January 2021 onwards.	The charter Champion with assistance from the General Manager will provide England Golf with



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		responsible for the promotion, activation, and reporting on the progress of the charter.	(noticeboards, website, social media, membership packs and England Golf press release). Encourage our members to pledge the charter.	an annual report on the progress on commitments made.
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