



Walmersley Golf Club

Women In Golf Charter

November 2020

Charter

A commitment to a more inclusive culture within golf

We, Walmersley GC 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 Walmersley 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 Walmersley GC, 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 Walmersley GC
- 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 Walmersley GC Plan to achieve this

- To achieving and maintain 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 Walmersley GC:

Club Manager/Secretary: **D. L. Thomas** Signed:

Date: 25/11/2020

Charter Champion: **Rachel Scholes** Signed:

Date: 25/11/2020

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	Achieving and maintain 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific.	At present we have 4 females on Council (Board) one chair of Marketing, one chair of House, Lady Vice Captain and Lady Captain. In the past there were only two females however they were allowed to vote. Currently we have 15 members on Council which means we almost have a 30% female representation.	Female members are actively encouraged to come onto Council (Board) including Lady President (if she so wishes). If they sit on one of the sub committees and become "Chair" then they automatically have a place on Council. Members are all inclusively allowed to put forward their names for membership when positions become available since tenure is usually 2 years. Women's Golf Champion to be encouraged to sit on Council.	At the club AGM usually held in February each year. New Lady President will be asked to sit on Council and Women's Golf Champion.
2	Deliver a number of 4 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns.	At the beginning of the year recruitment was slow however at the commencement of Covid 19 and subsequently lockdown lots of interest and take up for the sport both for males, females and juniors. At present for females we have full membership (2), flexi membership (7), trial (2), lady 5 day (1), junior (1) and second club (3).	<p>Next year in the Spring of 2021 we hope to run some recruitment drives. Possibly 2 recruitment drives in the year using various activities where the club's Pro and team of volunteers organise putting activities, use of the practise grounds, our new practise nets and short game/bunker exercises with emphasis on "fun" and relaxation. Golf provides a great platform in helping with mental health, mindfulness and socialising. Our new Golf Champion will arrange the finer details.</p> <p>After lessons with Pro, lady volunteers and Women's Golf Champion will be actively encouraging women/girls to come out onto the course gradually i.e. 6-9 holes, 9-12 and then full 18 with the sole intention of bringing intermediary action so that our new women/girls can gain a handicap (if they so choose) by supplying 3 signed cards by one of our lady volunteers etc.</p>	Spring 2021, target to encourage women and girls to try the sport in a safe, secure and fun environment using all of our practise facilities at WGC and the clubhouse. Our intention is to recruit 20 women/girls with competition playing opportunities for approximately 10 (i.e. those wishing to gain a handicap).
3	Formally promote inclusion to the wider community via the club website, social media accounts and local community groups.	Club website and Facebook used for promoting flexible memberships to females/males which financially makes it attractive to all golfers working either full or part-time with limited time to play.	<p>More promotion on club's website with additional 3 month starter membership for anyone "new" to golf with lessons included. Lessons include individual, group and junior.</p> <p>By enabling women/girls to experience the game of golf in a safe, secure and social environment and have the chance to "try out" a sport that is actively forward thinking without initially having to spend a fortune on equipment etc.</p>	Ongoing and next year 2021. All members whether female or male have same rights and privileges regarding playing competitions, i.e. 7 days per week. WGC's course provides an experience for players of all abilities. Equipment for "new to golf players" provided by Ladies section and Pro shop. If new women/girls begin with a 3 month starter membership this can progress to either Flexi, Full or even a 5 day membership dependent on their needs.

4	Promote a membership pathway, for women/girls and families to progress within the club.	We have 7 flexis, 2 trials, 2 full, 1 lady 5 day, 1 junior and 3 second club memberships presently. Covid 19 has made it extremely difficult to socialise and all our events/Opens have been cancelled this year. However we have kept in touch via email, text messages and whatsapp.	Next year 2021 when restrictions are lessened we plan to do small 6-9 holes fun competitions followed by a social "get together" where lady officials can meet up in an organised social setting inside the clubhouse.	Hopefully beginning of next year 2021. To retain all new members and encourage women/girls to gain a handicap and enter our competitions. Before the end of this year a survey is going out to all members regarding what members require from their membership and if any improvements/alterations are needed.
5	Have designated Champions/Mentors within the club who can assist and support new participants and members.	WGC's website currently display imagery/photos of women and men both on the course and outside on the balcony of clubhouse in a social atmosphere.	More photos/imagery around clubhouse regarding families playing the sport together and on facebook/website. Photos of Women's New Golf Champion and her team of lady golf volunteers and any more girl juniors we manage to attract as junior members.	Around March/April 2021 on both these platforms. Photos of Women's Golf Champion with women/girls "new" to golf and any returning golfers (because of the pandemic).
6	Appoint a designated Charter Champion within the club who can assist with the promotion 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.