**The R&A Women in Golf Charter**

A commitment to a more inclusive culture within golf

We, Arcot Hall 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 Arcot Hall 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 Arcot Hall 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 Arcot Hall 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 Arcot Hall 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 2 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
* 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 Arcot Hall GC:**

Mr Paul Brennan - Chairman Signed:

Date:

Mrs Shirley Windham - Charter Champion: Signed:

Date:

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

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|  | **Commitment** | **Current Situation** | **How this will be achieved** | **Date/Progress/Targets/Comments** |
| **1** | **Deliver a minimum number of 2 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns** | **We currently have 115 lady members and our objective is to increase this number in 2021.**  **We currently have 39 junior boys but only 7 junior girls. We therefore aim to encourage more girls into golf.** | **The Club will host a ‘Taster Day’ in March. The event will be advertised on our website, on Facebook and on Posters circulated in the surrounding area.**  **On the Taster Day attendees will be given a warm welcome by our Charter Champion and fellow lady golfers. They will be shown the facilities available, the course, practice ground, putting green, chipping green and Pro Shop.**  **They will also have a tour of the Club house and be shown our locker rooms, lounges, restaurant and fuction rooms.**  **There will be a 90 minute group coaching session on the practice ground and putting green with the support of our Professional and lady mentors.**  **Attendees will then enjoy refreshments and nibbles in the clubhouse in a relaxed and informal setting. They will have the opportunity to talk with current lady members and ask any questions they may have about golf at Arcot Hall.**  **Those attending the Taster Day will receive information about our Ladies and Junior Academy and will be encouraged to join our ‘Get into Golf’ programme.**  **The Club have in the past few years enrolled in the ‘Girls Golf Rocks’ programme but were unsuccessful with our application last year. We aim to apply to be considered for the 2021 programme this coming year.**  **We have created a flyer which is being posted to all the new housing in the Cramlington area. It lets everyone know what Arcot has to offer including our Junior and Ladies Academy.**  **Information is also available on our website.** | **Taster Day scheduled for March – Covid permitting.**  **We aim to host 25-30 ladies on the day and for 20-25 to take up our beginner programme.**  **We are in the process of submitting our application for the ‘Girls Golf Rocks’ Programme.** |
| **2** | **Promote a membership pathway, for women/girls and families to progress within the club** | **We current have 17 ladies in our Academy membership and since we started in 2016, another 36 ladies have already successfully made the transition from Academy to full membership.** | **Our ‘Ladies get into golf 2021’ programme consists of 5 steps.**  **Step 1 – This is the Taster Day which is outlined above.**  **Step 2 – A five week course for beginners delivering sessions on putting, chipping, pitching, irons and drivers/woods. This is completely FREE**  **Step 3 – For those wishing to continue we offer a further five weeks of coaching mainly developing the golf swing at a cost of £25.**  **Step 4 – Ladies enter our Ladies Academy. This is a three month programme to include rounds of golf, coaching and mentoring, all for £99.**  **Step 5 – Ladies can at this point progress to full membership or if they do not feel ready they can arrange additional coaching sessions and continue to receive support and mentoring from our ladies section and Professional staff.** | **We aim to recruit 20 ladies to our Academy programme and for at least 10 to continue to full membership.** |
| **3** | **Appoint a Ladies Academy Liaison Officer** | **Shirley Windham who is an Arcot member has agreed to undertake the roll of Ladies Academy Liaison as well as becoming our Charter Champion.** | **Shirley will be the Clubs representative/lead to deliver our W&G recruitment initiatives. She will be supported by our golf professional Kris Bengtsson.**  **Shirley has created a welcome pack for all ladies joining the ‘Get into Golf’ programme and will be the point of contact for all new female members.** | **Shirley Windham appointed December 2020.**  **Shirley hopes to recruit at least a further 3 mentors to assist with the programme by March 2021.** |
| **4** | **To aim for a 30% female representation on the Board of Governors.** | **Our Committee consists of 12 elected members who serve for a 3 year term.**  **We currently have 3 lady committee members and 9 male members. The ladies therefore have 25% representation on the Board. In addition our Lady Captain is invited to attend all General Committee Meetings. She can partake in discussions but does not have a vote.**  **There are five sub committees and the ladies sit on at least three of them and we have a lady chairman on our House Committee.** | **2 female members are due to come off committee in April, due to rotation, however we shall endeavour to encourage lady members to stand for committee and hopefully maintain a 30% representation.** | **Ongoing** |
| **5** | To become a SafeGolf accredited club and ensure policies and procedures remain up to date | a. Adopted the required club policies  b. Appointed a Club Welfare Officer c. DBS checks are 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 | The management team at the club has approved all the policies and procedures.  All documentation is up to date on the England Golf portal and notify our local England Golf Club Support Officer. We expect to complete by March 2021  Our annual review date is 1st March 2022 | Keep a register of when the key policies and documentation needs to be updated and when key members of staff and volunteers need to undertake relevant training. This will be carried out annually on the 1st March each year. |
| **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 |
|  |  | 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 |