

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Warkworth 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 Warkworth 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 Warkworth 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 Warkworth 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 WARKWORTH GOLF CLUB 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
- ☐ 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 Warkworth Golf Club:

Secretary:
Date:

Signed:

Charter Champion:
Date:

Signed:

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 |
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| 1 | To achieving and maintain 25% or above female representation on our Committee by actively promoting these positions linked to appropriate role descriptors that are not gender specific | At present we have 27% female representation on the committee, with one lady member as House chair. Present membership: Male 234 Female 28 Junior male 33 Junior female 3 | We will maintain the number as an ongoing commitment the number of female committee members at around 30% The Ladies section has their own sub-committee meetings specifically for the running and management of their section, from this meeting nominees | To be reviewed annually and included in AGM report |
| 2 | Deliver a minimum number of 2 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns | The women's section has a low membership compared to the Gent's section as noted in section 1 above | A trial day for women only will be held each year, this will allow women golfers to play 3 holes free of charge along with current women members. A girl's friend and family competition will be organised where members can bring girls of friends or family members to play a fun competition. Membership will be offered to all girl's that take part in the competition. | April 2021 onwards At least 10 tee times to be allocated for the 3 hole trial with success as 50% of times available filled be potential new members. The Ladies section will set out a suitable date for the girls fun competition, the date and results will be published in the AGM summary of events. |
| 3 | To ensure we contribute to women's golf at a County level | The women's section has a liaison officer who represents the club when dealing with the county | We will ensure that we participate in all County events and promote any initiatives that help grow or retain women's golf in the North of England | To be reviewed annually and included in AGM report |
| 4 | Formally promote inclusion to the wider community via the club website, social media accounts and local community groups | We have social media which is a general website/social media | We will add a section on our website specifically for the women/girls section and the content will be managed by them. We will utilise social media more to target women and girls to increase awareness of club and engage into our programmes. | April 2021 onwards We will monitor how the website is used and set out a minimum of 150% of female membership as a target |

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| 5 | 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 | To provide annual measures to help determine the impact of the charter |
| 7 | To become a SafeGolf accredited club and ensure policies and procedures remain up to date | <ul style="list-style-type: none"> 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 | <p>The management team at the club has approved all the policies and procedures.</p> <p>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 31.03.20.</p> <p>Our annual review date is 31 March</p> | 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 |
| 8 | 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 |

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