

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Ravensworth 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 Ravensworth 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 Ravensworth 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 Ravensworth 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 Ravensworth GC Plan to achieve this

- Deliver two initiatives annually 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
- Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
- 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
- Maintain being a SafeGolf accredited club and ensure policies and procedures remain up to date. Making tee times equally available to all members.
- 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 Ravensworth GC:



ENGLAND
GOLF

Club Manager/Secretary:
Date: 23/12/2020

Signed:

A handwritten signature in black ink, appearing to be 'N J Dodds', written over a horizontal line.

Charter Champion: Nikki Dodds
Date: 23/12/2020

Signed: *N J Dodds*

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.	Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns	Last year there was a 5 week coaching programme delivered by Bryan Ross, this was attended by 12 Ladies. The programme was held at the end of the season and therefore the winter weather hindered getting the ladies out on the course to play after the coaching programme finished.	<p>Programme of taster sessions to be staged. It is planned to hold 2 get in to golf programmes, one for adults in March/ April, which will then be followed with a programme of small competition events, over an increasing number of holes, to build up the confidence of new members. Buddies will be assigned to groups to supervise, explain rules and assist with scoring.</p> <p>A programme aimed at Junior girls will be set up to run in the School summer holidays. Hopefully we can involve the junior girls already playing at the club as buddies to some of the new girls and also the senior buddies to oversee the groups as above.</p>	<p>We would hope to attract 15-20 new ladies to the coaching programme with an aim to get at least 50% into a new academy programme for the summer.</p> <p>As we haven't specifically ran a junior girls programme before therefore numbers are harder to predict, but we would hope to attract around 15-20 girls. Again, hoping to attract membership from 50% of them.</p>
2.	Promote a membership pathway, for women/girls and families to progress within the club	No real system currently in place. Women's section currently stands at 21 Lady members and 3 Female Junior members.	<p>Create a academy membership for both women and girls to support participants progression from taster programme, to academy membership and then to full membership</p> <p>Blue tee beginner academy – weekly coordinated 3-6 hole competitions off blue tees and access to practice facilities, course (certain days/times) and club: Cost/length of time?</p> <p>Red tee intermediate Academy – weekly coordinated 9 hole competitions off red tees and access to practice facilities, course (certain days/times) and club with aim to acquire WHS handicap index: Cost/length of time?</p>	<p>We would hope to attract 15-20 new ladies to the coaching programme with an aim to get at least 50% into a new academy programme for the summer. March / April 2021</p>

<p>3.</p>	<p>Formally promote inclusion to the wider community via the club website, social media accounts and local community groups</p>	<p>Currently the ladies have their own Facebook page where we have advertised events and also flyers have been placed locally.</p>	<p>Use current links to schools where we already have junior golfers to promote new coaching sessions. Use links with current employers of members to actively advertise new coaching sessions and membership options.</p> <p>Assign a lady to be responsible for keeping the web page up to date and also use the current ladies' section and main club web page to provide regular updates on the activity in the ladies section. The lady captain will provide a monthly email to all lady members to keep them informed of activity and this will also be posted on Facebook and the webpage.</p>	<p>The lady captain has already started the monthly emails to the lady's section. In the new Year further activity will be started on Social media, and once dates are finalised for the get in to golf sessions these will advertised on all social media available and members will be asked to share the details. Also look to use the Monthly Email to promote Board activities and look to encourage members of the ladies section to put themselves forward if they have the skills to assist in specific tasks</p>
<p>4.</p>	<p>To achieve and maintain 30% female representation on the board of directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific</p>	<p>At the introduction of the charter there were no lady members on the board. The board consisted of 7 male members only.</p>	<p>The incoming Ladies Captain and the Ladies Vice Captain have agreed to become full board members. They communicate all relevant correspondence to the Ladies committee.</p> <p>Also the board actively encourage Lady members to partake in board sub committees to take the work load off of the main board. This gives Lady members the chance to see how the board functions and allows them the opportunity to put themselves forward should they wish to join the main board.</p> <p>Also the Board looks to expand it's current skills base by actively encouraging members from all different backgrounds and experience to put themselves forward. We will complete a skills Matrix of the current Board to ensure that members with the relevant skills are recruited to support the work of the board</p>	<p>The Ladies Captain and the Ladies Vice captain have joined the board on the 11th of November 2020. 3 Female members appointed to the tee times access sub committee. Progress Ongoing. Promote the contribution of the Ladies Captain and Ladies Vice Captain throughout the club to show the contribution the Ladies section makes to the club as a whole.</p>

5.	Making peak tee times equally available to all members	Peak tee times are currently hotly contested due to the increased club membership. This has caused friction within the club as a whole as all members try to get a tee time especially on weekends	A working group will be set up between three members of the Ladies section and also the two members of the men's competition committee. Introduce mixed competitions and also women teams in AM AM	10/12/20 first meeting of the tee times working group met. Sunday tee time situation resolved. The ladies committee have agreed the proposal for weekend tee times which allows an option for ladies to play on a Saturday morning, the proposal will be discussed at January's board meeting for final approval. To be completed by end of Jan 2021
6.	Have designated Champions/ Mentors within the club who can assist and support new participants and members	The ladies section have an informal buddy system currently where new members are contact and given an over view of when competitions are etc. This season was the first time we have integrated a junior into playing in the senior competitions, again this was a more informal process.	Look to introduce access to Golf hero's E-Learning platform. Create a welcome pack for new members to explain all about golf and Ravensworth Golf Club Coffee mornings to introduce the social aspects of golf as well as the game itself. Also looking to get access to support from Brian Ross to get ideas to improve women's golf at the golf club At least one of the dedicated buddies will attend each coaching session and each buddy will attend at least 2 sessions to ensure the people attending will get to meet them and have a contact at the club to make transition to membership easier.	As the lady's section is very small the initial aim is to get 2-3 dedicated buddies with a further 2-3 buddies to help out on competition days to supervise groups where needed. This will be an ongoing process with the aim of having the first buddies in place by the start of the 2021 season in March/ April
7.	Maintain being 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	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	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

		obtained any required qualifications e. PGA Professional(s) are included on PGA SafeGolf Coaches Register	Officer. We have completed SafeGolf on the 01 July 2020 and annual review is July 1st	
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	11/11/20 Nikki Dodds and Allan Hucks to be designated Charter Champions. Once Charter signed actively promote the charter within the club via various media and notice boards March 2021 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