

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Romiley 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 Romiley 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 Romiley GC, to unite and to focus gender balance at all levels
- Commits us all to supporting measures to increase the number of women and girls 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 Romiley 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 to encourage more women and girls to play and work in golf.

### **How we at Romiley GC plan to achieve this**

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
2. Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
3. Promote a membership pathway, for women/girls and families to progress within the club
4. Have designated Champions/Mentors within the club who can assist and support new participants and members
5. To achieve 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
6. To become a SafeGolf accredited club and ensure policies and procedures remain up to date
7. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

### **Signed on Behalf of Romiley GC:**

**Club Secretary:** Martin Clark  
**Date:** 7<sup>th</sup> February 2022

**Signed:**

**Charter Champion:** Melissa Clapham  
**Date:** 7<sup>th</sup> February 2022

**Signed:**

These objectives will be embedded into the club business/operational 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.	RGC does not have enough ladies or girl members.  68 female playing members as at 31/12/2021.	1) Promote “Girls Golf Rocks” via the club professional in conjunction with local primary and secondary schools. We would also connect with local association guides, swimming baths, churches and via a number of social media channels.  2) Promote the professional’s regular “ladies only” group lessons to ladies and juniors both internally and externally through the social media committee.	Quarterly reviews to monitor progress and take further action where necessary.  Organise ladies Taster sessions. Organise Girl’s Golf Rocks lessons.  We would look to recruit 12 girls on the ‘Girls Golf Rocks’ initiative, with 6 (50%) continuing into full time coaching and an academy. This will be reviewed in July 2022 following the GGR coaching block.
2	Formally promote inclusion to the wider community via the club website, social media accounts and local community groups	The club started using social media in 2020 but this has seen reduced usage due to Covid restrictions. Romiley GC attempts to create content which is driven towards the inclusivity and openness of the club	1) Make better use of social media specifically aimed at ladies and junior girls.  2) Use the club members’ hub newsletter facility more for messages to existing members and families.	Social media committee to focus specifically on ladies and girls new membership during spring 2022.  Whilst the club cannot set a measurable target for this commitment, we will monitor the success of promoting inclusion annually in line with our annual subscription renewal.
3	Promote a membership pathway, for women/girls and families to progress within the club.	Whilst there is no hindrance to women/girl members this is not promoted well.  We run a mixed ‘9 & Dine’ during the playing season which is intended to increase mixing, social and playing opportunities.	1) Promote membership to families, wives, children and relatives through our reduced fees and PlayMoreGolf offerings. Romiley will look  2) Junior organisers to ensure that girls are encouraged and included in all lessons and competitions.  3) Professional to have a ladies section on his weekly email to members.	By 2025, the club are targeting a playing membership of 77 women / girls. As an annual outlook, when factoring in our average annual attrition rate of 5%, this would look as follows.  2022: 70 2023: 72 2024: 75 2025: 77  This has been calculated based on a 50% retention from the ‘Get into Golf’ courses.

4	Have designated Champions/Mentors within the club who can assist and support new participants and members	We have many members who are happy to play with new members and beginners but this is not promoted sufficiently.	<p>Obtain a list of members happy to meet and play with new members and provide guidance when playing on the rules of golf.</p> <p>Romiley GC will look to develop a buddy program to support new members by utilising England Golf's Golf Hero's E-Learning platform.</p>	<p>Create a ladies golf "buddy" system for new members.</p> <p>We would be looking to introduce a 3:1 buddy ratio making up a fourball as the ladies section grows. This will be monitored annually.</p>
5	To achieve and maintain 20% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific.	<p>The board of directors has 6 executive directors and 2 non-executive directors.</p> <p>2022 – RGC has 2 female directors (25%). House Director (RB) and Lady captain (LN)</p>	<p>Director nominations are open to all members to be nominated at the club Annual General Meeting – March annually.</p> <p>We will consider introducing the following approaches to assist with this:</p> <ul style="list-style-type: none"> <li>• Role descriptors for board positions</li> <li>• Formulate a nominations committee?</li> <li>• Complete a skills matrix of the existing board/ committee to ascertain gaps in current make-up</li> <li>• Promote the opportunities of board positions to women to stand for election at AGM in monthly club newsletters and the impact which they can achieve by sharing roles and responsibilities</li> </ul>	<p>Maintaining an inclusive approach to the appointment of our board will be achieved by ensuring that positions are made available to all, which will be reviewed annually at our AGM.</p>
6	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	<p>a. Adopted the required club policies</p> <p>b. Appointed a Club Welfare Officer</p> <p>c. DBS checks are obtained for relevant club personnel</p> <p>d. Club staff and volunteers have obtained any required qualifications</p> <p>e. PGA Professional(s) are included on PGA SafeGolf Coaches Register</p>	<p>The management team at the club has approved all the policies and procedures.</p> <p>All documentation is up to date and has been shared your local England Golf Club Support Officer.</p> <p>Our annual review date is 28<sup>th</sup> May</p>	<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</p>
7	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

		<p>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.</p>	<p>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release</p>	<p>The charter Champion to provide England Golf with an annual report on progress on commitments made</p>
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