

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf!

We, **Brancepeth Castle 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 **Brancepeth Castle 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 **Brancepeth Castle 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 Brancepeth Castle 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 Brancepeth Castle GC Plan to achieve this;

- We will deliver initiatives related to a **Get into Golf** programme which will be for females of any age to try golf and show how golf can benefit health and well-being.
- To become a **SafeGolf** accredited club and ensure policies and procedures remain up to date
- We will formally promote inclusion to the wider community via the club website, social media accounts and local community groups.
- We will promote a membership pathway, for women/girls and families to progress within our club
- We have designated Mentors within the club who can assist and support new participants and members.
- Integration with Junior Golf: Any junior girls will be encouraged and assisted when they feel ready to enter ladies competitions. Age will be no barrier!
- We have appointed a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.

Signed on Behalf of Brancepeth Castle GC:

Club Manager/Secretary: Leona Broom

Date: 30/11/20

Charter Champion: Marianne Moore

Date: 30/11/20

Signed:

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
1	<p>We propose to introduce two initiatives:</p> <p>A: Get into Golf programme to be re introduced. This will be for females of any age to try golf. Show how golf can benefit health and well being.</p> <p>B: Family Fun Day This will be for any member of a family to come along and give golf a try.</p>	<p>We have at present 56 female members at our club in various membership categories. There are 5 junior girls, 2 pay and play members and 6 five day members. The rest are all full members. We have on average 30 ladies who play in competitions every Tuesday</p>	<p>We will contact all members and friends of members via emails, social media, website etc. Flyers will be placed in local sports clubs, libraries, toddler groups, slimming clubs etc encouraging females to come along to free taster sessions and give golf a try.</p> <p>Free taster sessions will be held by Charter Champion and Lead Volunteers. Equipment will be provided. Putting and chipping sessions followed by use of our driving range.</p> <p>Club Pro to arrange 3 basic group lessons covering basic techniques.</p> <p>Delivery of family fun days to encourage more W&G into club</p>	<p>Once Covid restrictions allow, we will meet and greet anyone who contacts us. Hopefully, giving them a taste of our clubhouse and a chance to meet a couple of our friendly ladies.</p> <p>March/April 3 week sessions</p> <p>Once these events are established it is hoped to include a Family Fun Day.</p> <p>We are looking to attract 8 to 10 ladies to join our sessions with hopefully 4 or 5 converting to membership by the end of the summer in one of our categories. The family day will hopefully attract more to come and experience our club and see what we have to offer.</p>
2	<p>To become a SafeGolf accredited club and ensure policies and procedures remain up to date</p>	<p>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>	<p>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 have full accreditation by December 2020. Our review date will be December annually</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>
3	<p><u>Academy Membership</u></p> <p>Pathway for Women and Girls to progress within our club structure.</p>	<p>At present we have 56 lady members of the club. We regularly have 30-36 entering weekly competitions every Tuesday and approx 10 – 12 playing on a Saturday and Sunday, playing in Ladies designated times. Sadly, we have no girls under 18 playing in competitions. Our Charter Champion will liaise with our JLO to encourage any girls to try this.</p>	<p>Emails to members, posters in local community groups, sports clubs etc will be distributed to encourage women and girls to come to our taster sessions. Once contact is made we will regularly contact them personally to get their opinions on how things are going. Coffee after a session will be encouraged so everyone feels comfortable and gets to know one another. Academy membership will be introduced where members will be allowed to use the range and the chipping/putting areas. Notice boards, club website and</p>	<p>This will be a 3 month membership. If anyone feels really good progress is being made the option of a 9 hole membership or another category can be obtained. We would be aiming for 6 or 7 to want to follow our pathway.</p>

			<p>social media will be used to confirm dates of sessions and inform the</p> <p>Members of the Academy will be encouraged to play with a Mentor using our beginner (black) course tees. Hopefully, a 9 hole membership would be the next step for several, competitions and gaining a handicap will be encouraged over 9 holes if preferred.</p>	
4	<p>Providing volunteering opportunities for current members. They will work to increase Women and Girls members in our club.</p>	<p>Mentors from our ladies section are available to work on a one to one basis with beginners or high handicap players.</p>	<p>Mentors will be guided by our Charter Champion and group leaders and then academy members can play on the course, where basic rules and golf etiquette will be introduced.</p> <p>We do have Ladies times on our BRS booking system on Tuesdays and Saturday and Sundays. Mentors will guide new members to integrate with ladies of our section by using these times when they feel ready to do so.</p>	<p>We have 8 volunteers ready to help in various ways during the sessions. More are available if required.</p>
5	<p>Integration with Junior Golf: Any junior girls will be encouraged and assisted when they feel ready to enter ladies competitions.</p>	<p>At present we have no junior girls playing in competitions within the club.</p>	<p>We have only 5 junior girl members but hopefully as this increases more will want to gain a handicap have the opportunity to compete in club competitions.</p> <p>Using the black course and having 9 hole competitions should enable and encourage progression. We will liaise with Durham County Ladies and extra coaching and competitions will be encouraged for juniors.</p>	<p>Throughout the season, numbers of entries and results will be monitored.</p> <p>Guidance and help will be continually given.</p>
6	<p>We have a designated Charter Champion and two Lead Mentors.</p>	<p>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>