

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Bude & North Cornwall 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 Bude & North Cornwall 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 Bude & North Cornwall 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 Bude & North Cornwall 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 Bude & North Cornwall GC Plan to achieve this

- Promote a membership pathway for women/girls and families to progress within the club
- To ensure new lady members feel welcomed and have a point of contact by appointing a mentor
- To incorporate into club diary a minimum of two competitions per year specifically for new members focusing on women/girls
- To become a Safe Golf accredited club and ensure policies and procedures remain up to date
- Promote inclusion of women on the Management & Executive Committees by achieving a minimum of 30% female representation
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Bude & North Cornwall GC:

Club Manager/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
1	<p>Promote a membership pathway for women/girls and families to progress within the club.</p>	<p>2020/21 we had 67 lady members.</p> <p>New membership promotions are being offered for 2021/22.</p> <p>We engaged with Get Into Golf initiative 2019/20 which was successful. This will continue 2021/22.</p> <p>Coaching is available for all members.</p> <p>During the summer months, we run a weekly Captain's Roll Up - £3 for members, £10 for non-members.</p>	<ul style="list-style-type: none"> • Promote membership deals via website and social media • Promote the Get Into Golf Programme to run during August 2021, cost £99 for 3 months • Continue to offer coaching courses for children/parents/families • We have arranged a partnership with Ivyleaf, a 9-hole course and driving range for lessons and coaching • To engage with our current members to encourage friends and families to attend functions at the Golf Club • Create family membership packages and Non-golfer initiatives 	<p>219 new members have joined in 2021 under new promotions, 14 of whom are women</p> <p>Get Into Golf – 5 new ladies signed up in 2019/2020 with a target of 5 more to sign up after August promotion</p> <p>Social events have been recently introduced and have been well supported</p> <p>Promote our membership pathway and follow up with 'improver' coaching sessions</p> <p>Gather feedback from coaching sessions to help improve the player pathway in the future</p>

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
2	To ensure new lady members feel welcomed and have a point of contact by appointing a mentor	All new members are made welcome, but no specific named mentor	<p>Appoint a mentor as soon as possible to assist the Charter Champions with promoting the R&A Women in Golf Charter and in particular supporting new members by creating an induction progress</p> <p>Personal approach to individual lady members who might be interested in taking on this role</p>	<p>Mentor appointed March 2021</p> <p>Mentor has contacted new lady members</p> <p>Satisfaction will be tracked by a new member survey which will be completed in March 2022. By then we will have had more information from England Golf on how we can achieve this.</p> <p>Social event was organised in July which was well supported by both new and current members. Excellent feedback received. Another event has been arranged for September</p>
3	To incorporate into club diary a minimum of two competitions per year specifically for new members focussing on women/girls	Regular competitions for ladies are held twice each week with approx. 12-16 ladies signing up, plus some fun competitions. Mixed competitions are also held, however, none specifically aimed at new members	<p>Utilise our existing relationships with local schools to recruit participants. This will start in September with the club Pro and ex Pro lady golfer visiting local schools</p> <p>Golfer/non-golfer competitions to run in September. Played in teams of 3, with 2 golfers and one non-golfer over 11 holes. Non golfer does the putting. Social get together afterwards Promote these events via website and social media</p>	<p>A meeting will be arranged in July to set a date for a competition in September. In attendance will be the General Manager, Club Pro and Charter Champions</p> <p>The golfer/non golfer competition has been well supported in the past and we hope this will continue and bring in new members</p> <p>Aim for 60% (8) new ladies to participate in these competitions</p>

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
4	To become a Safe Golf Accredited club and ensure policies and procedures remain up to date	<ul style="list-style-type: none"> Adopted the required club policies Appointed a Club Welfare Officer DBS checks are obtained for relevant Club personnel PGA Professional is included on PGA Safe Golf Coaches Register 	<p>The Management Team at the Club has approved all policies and procedures</p> <p>All documentation is up to date on the England Golf Portal</p>	<p>Safe Accreditation achieved May 2021</p> <p>Annual review date May 2022</p> <p>Keep a register of when key policies and documentation needs to be updated and when key members of staff and volunteers need to undertake relevant training.</p>
5	Promote inclusion of women on the Executive & Management Committees by achieving a minimum of 30% female representation	We currently have seven voting members, six male and one female on our Executive Committee	<p>All positions will be advertised with appropriate role descriptions that are not gender specific</p> <p>Current committee members and the General Manager will approach suitable candidates of any gender to ask them to consider standing</p> <p>Specific email to all lady members from Lady Captain to encourage them to join the Committee and informing them of vacancies</p> <p>Further action may be needed in future years should this strategy fail to recruit female committee members</p>	<p>Progress on this will be measured at the next AGM which is due in March 2022.</p> <p>We will be seeking at least one more female committee member</p>

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
6	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter	<p>To appoint a charter champion utilising the role description provided.</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 Champions will ensure that the Charter is discussed at every committee meeting with reports on progress</p>	<p>Charter Champions appointed March 2021</p> <p>The Charter Champions to provide England Golf with an annual report on progress on commitments made 12 months from when Charter was signed off</p>