

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, ALLENDALE 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 ALLENDALE 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 ALLENDALE 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 ALLENDALE 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 ALLENDALE GC Plan to achieve this

- To adopt an ongoing family membership scheme which will actively encourage wives and daughters to participate.
- To establish golf taster sessions aimed specifically at women and girls
- To maintain the current 33% female board representation
- To increase female participation through extension of the ladies/girls competition calendar
- To increase female participation in club competitions
- 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 ALLENDALE GC:

Club Manager/Secretary:
Date:

Signed:

Charter Champions: Debbie Carter & Valeria Dunn
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	To adopt an ongoing family membership scheme which will actively encourage female relatives to participate.	The club currently runs an introductory family membership scheme which has attracted ten families. Of these two new ladies and one girl joined.	This will be extended to be available on an ongoing basis with a differing tier of membership fees which will encourage female participation. To be presented at the 2020 AGM for adoption in 2021. This will be promoted via the club website and an associated Facebook campaign.	The revised family membership scheme will be devised, in and advance of, and presented for approval at the 2020 AGM (held in January 2021). The target is a 50% increase in family membership.
2	To establish golf taster sessions aimed specifically at women and girls	Taster sessions were not run in 2020 as a consequence of COVID-19. In 2021 these will be resurrected with some sessions specifically aimed at and dedicated to women and girls. Current membership is 7 ladies and 1 girl + 2 social. It is possible these social members may be converted to full playing members as part of this initiative. Arrangements are in preparation with a local professional – Philip Waugh.	The Allendale Junior organiser will advertise sessions for women only groups targeting the local population and schools. This will include promotion via the website with a dedicated <i>Women in Golf</i> page, relevant Twitter and Facebook posts/campaigns and inclusion of regular updates within the regular club e-newsletters	Current membership is limited to 7 ladies and 1 girl. The initial target will be to double this representation to 16.
3	To maintain the current 33% female board representation	The AGC committee currently comprises a lady chairman, a lady golf development & junior organiser, the ladies' captain and the previous year's captain. The committee currently comprises 4 ladies and 7 gents. Re-election is through the AGM and we do not expect this mix to change in 2021	The objective is to maintain this representation which is in line with England Golf targets through ongoing succession planning.	The plan is that all female posts will be proposed and appointed at the 2020 AGM.
4	To increase female participation through extension of the ladies/girls competition calendar	Female participation is supported in the majority of club competitions, there being relatively few men only events compared to many clubs. However, ladies/girls specific events are limited. Current participation is limited to 5 regulars with WHS handicap indexes	The number of competitions will be extended through the organisation of regular inter-club female specific competitions.	As an initial target four local inter-club competitions will be arranged in 2021. The initial target will be to arrange four inter-club events in.
5	To increase female participation in club competitions	The majority of club competitions are already open to both gents and ladies. See above re current female participation.	While increasing female membership, there will be an active training programme which will encourage women and girls not just to play the game socially but to actively participate in the many club competitions which are open to both gents and ladies. This to be achieved via	Female entries to club competitions is limited to between 4 and 6 – the target would be to increase this to between 8 and 12. At the end of the season a review will be conducted based on a

			a female specific “money list” and overall medal prize.	questionnaire seeking to understand what women and girls would like from competition golf and how it can be improved
6	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 	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 complete by end January 2021. Our annual review date is end September 2021	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
6	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	Promotion 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