

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Saddleworth 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 Saddleworth 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 Saddleworth 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 Management Committee level by Saddleworth 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 Saddleworth GC Plan to achieve this:**

1. Deliver a minimum number of 2 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
2. To achieve and maintain at least 30% female representation on our Management Committee by actively promoting these positions linked to appropriate role descriptors that are not gender specific
3. Promote a membership pathway, for women/girls and families to progress within the Club
4. Achievement of the SafeGolf accreditation by April 2021
5. Appoint a designated Equality Champion within the Club who can assist with the promotion and reporting of the Charter
6. Have designated Champions/Mentors within the Club who can assist and support new participants and members
7. Include these objectives and annual targets into an annual marketing plan; monitor and review progress towards their achievement

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

Club Chairman: *I Bolton*

Date: 22/12/20

Equality Champion: *K Oldham*

Date: 22/12/20

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 a minimum number of 2 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns	<p>There is a need for the Management Committee in conjunction with the Professional to devise and promote at least 2 initiatives per year.</p> <p>In 2021 there are 50 female playing members</p>	<p>Delivery plan for initiatives to be formulated and implemented and a delivery team appointed with key roles and responsibilities</p> <p>To review the impact of each initiative and to support the subsequent delivery of future initiatives. Make full use of England Golf initiatives and guidance.</p> <p>The initiatives will be:</p> <ol style="list-style-type: none"> <li>1. Get into Golf, a series of 6 taster sessions for women will be delivered by the Professional and will act as a feeder to our well-established Academy and/or full membership. The programme will be promoted by the Professional using a range of methods including social media and local media and community links</li> <li>2. The development of links with the sport departments of local colleges of further education. To deliver simple coaching sessions to young people, to support the curriculum and to encourage progression into careers in the golf industry</li> </ol>	<p>Initial target is to increase female membership from 50 to 60 by the end of the 2021 season, with particular emphasis on restoring the number of 7 day members</p> <p>Delivery Plans to be in place by March 21. Success to be measured in January 2022.</p>
2	To achieve and maintain at least 30% female representation on our Management Committee by actively promoting these positions linked to	Of the 8 posts of the Club's Management Committee, 2 of these are currently held by women (25%)	<p>By actively promoting these positions linked to appropriate role descriptors that are not gender specific.</p> <p>A skills set matrix is being devised to help inform the recruitment and selection process. A gap analysis will be conducted to identify whether there are any skills development needs within the</p>	<p>Set a target of at least 3 female post holders on the management committee.</p> <p>The AGM in February will be the point at which we will be able to report our progress annually.</p>

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
	appropriate role descriptors that are not gender specific		<p>existing Committee, which will inform future training and development needs</p> <p>All members are eligible to apply for a position on the Committee. There will be an awareness raising campaign conducted via email and publicity within the clubhouse.</p> <p>Formally advertise committee positions to members via a Club newsletter and/or email. Reference will be made to the Club Rules which outline the procedures for nomination and election.</p> <p>Women will be actively encouraged to apply for any committee role irrespective of the gender of any previous postholder</p> <p>We will work alongside the women who have expressed an interest and will support them becoming a decision maker at the Club with appropriate role descriptors in place</p>	
3	Promote a membership pathway, for women/girls and families to progress within the Club	<p>We currently offer an Academy for female members which encourages progression to full membership.</p> <p>In 2020 there were 6 female Academy members. 4 female Academy members are moving forward into 2021</p>	<p>Raise the profile of Academy membership by targeted publicity campaigns, making full use of social media and working with local community groups.</p> <p>Conduct an exit analysis of the 2020 cohort of Academy members, gather feedback on level of satisfaction and intentions for future progression.</p> <p>Set and monitor targets for recruitment to the Academy and progression to full membership. There are currently 50 female club members. At</p>	<p>Target to increase Women's Academy membership to 12 by end of the 2021 season</p> <p>Increase the number of full female members to 56 by the end of the 2021 season</p>

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			<p>least 50% of this membership actively participate in club competitions.</p> <p>Continue with the structured programme of individual and group lessons delivered by the Professional.</p> <p>Provide a mentor to guide Academy members on the rules and etiquette of the game</p>	
4	Achieve SafeGolf accreditation	<p>The Club is committed to the achievement of the SafeGolf accreditation.</p> <p>A Welfare Officer was appointed in August 2020 to help oversee the accreditation process and to ensure that safeguarding procedures are effective.</p>	The Welfare Officer is checking out the Club's safeguarding procedures and will report progress to the Management Committee at their next full meeting in January 2021	The Club aims to achieve accreditation by April 2021.
5	Appoint a designated Equality Champion within the Club who can assist with the promotion and reporting of the Charter	An Equality Champion was appointed in July 2020. The Champion is responsible for the promotion, activation and reporting on the progress of the Charter.	The Club will formally display the Charter commitments internally and externally on noticeboards, the Club website, social media, membership packs and utilise the England Golf press releases	The Equality Champion will provide England Golf with an annual report on progress against the agreed commitments
6	Have designated Champions/Mentors within the Club who can assist and support new participants and members	The Club does not currently have a formal mentoring system	<p>Review the induction procedure for new members to ensure that all members are fully briefed on rules and etiquette</p> <p>Identify mentors who will be responsible for liaising with and supporting new members</p> <p>Provide mentor support for participants of the new initiatives</p>	Club Champions and the mentoring programme to be in place by 31 <sup>st</sup> May 2021

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
7	Include these objectives and annual targets into an annual marketing plan; monitor and review progress towards their achievement	The Club has captured and recorded baseline data on which the targets in this action plan are based	Impact data will be reviewed at the monthly Management Committee meetings	<p>Progress against the targets will be reviewed at monthly Management Committee meetings.</p> <p>Performance against the agreed objectives will be formally reviewed at the AGM and the annual marketing plan will be updated based on the outcomes achieved.</p>