

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Lee-on-the-Solent Golf Club, 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, Lee-on-the-Solent 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 Lee-on-the-Solent 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 Lee-on-the-Solent 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 Lee-on-the-Solent GC, plan to achieve this

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns.
2. Promote a membership pathway, for women/girls and families to progress within the club.
3. Have designated Champions/Mentors within the club who can assist and support new participants and members
4. To achieve and maintain 30% female representation on the Management Committee and Captains Committee by actively promoting these positions linked to appropriate role descriptors that are not gender specific.
5. To become a SafeGolf accredited club and ensure policies and procedures remain up to date.
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.

Signed on Behalf of Lee-on-the-Solent GC:

Club Manager/Secretary/Chairman:

Date: 22nd April 2022

Charter Champion:

Date: 22nd April 2022

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.

1. Commitment	Deliver a minimum number of two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
<p>Current Situation</p>	<p>i) We successfully ran the Girls Golf Rocks programme in 2021, running two taster sessions, both followed by 2 x 6 week coaching sessions. ii) Following the coaching sessions, girls were then invited to join the existing junior coaching sessions run on a Saturday and Sunday morning. They were also offered free membership until the end of the season.</p> <p>Currently we have no programmes to encourage women into the game.</p>
<p>How this will be achieved</p>	<ul style="list-style-type: none"> • We have been successful in our application to run the Girls Golf Rocks programme again in 2022. These will be hosted May/June & July/Aug, with one taster session being held to recruit girls. • We will look again at the pathway into the club for the girls once coaching sessions have finished and communicate regularly with parents. • To encourage women to the game, we will look to host a golfer/non-golfer 9-hole event, targeting women. We will follow this with a social event in the clubhouse with a view to encourage the non-golfer to partake in new beginner ladies' sessions. Communication and advertising of this event will be through members and an emphasis on it being fun. • The ladies' beginner sessions will be created dependant on the success of the above event and developed in a similar manner to the GGR programme, with taster / coaching sessions, followed by a suitable pathway to retain the ladies and eventually encourage them into golf club membership.
<p>Date/Progress/Targets/Comments</p>	<p>i) We will host a Girls Golf Rocks Taster session in the Easter holiday period, with the first coaching session to be held on a Saturday morning starting in May. The second coaching sessions will take place June/July. These will both be held the hour following our existing junior sessions for an easy transition into the junior coaching once the GGR programme has finished. Girls Rock Taster session run on Saturday 23rd April. ?? girls attended</p> <p>ii) We aim to recruit a minimum of 8 girls per coaching session and our target would be to have at least 2 girls per session follow into junior coaching and junior membership.</p> <p>iii) We would like to hold our golfer/non-golfer event before the end of June, with an aim to target at least 5/6 women into a taster beginner session at the club</p>

2	Commitment	Promote a membership/pathway for women/girls and families to progress within the club.
Current Situation	<p>i) At present, the club do not operate a pathway scheme or a mentor program. Neither do we currently offer anything to encourage families to join.</p> <p>ii) We have an academy 5 hole / par 3 course ideal for families / beginners which is underutilised.</p> <p>iii) We do offer a flexible membership to people who do not want to make that commitment to full membership. This is an in-house design, run on a point-based system. This does need to be reviewed as currently the flexible membership does not allow play on a Tuesday morning. This is when the existing ladies play their golf/competitions, so a barrier is in place, which does not help with integration into the existing ladies' section.</p>	
How this will be achieved	<ul style="list-style-type: none"> • Create a membership/family package to enable new players to use the academy course and the clubhouse. • Shorter formats, more comps available for working women. • All pro-shop competitions and stableford club run competitions in 2022 will be open to ALL members, and women encouraged to take part. • We would like to create a membership package whereby beginners who have taken part in one of our initiatives in commitment 1 (Girls Golf Rocks or Ladies Beginner sessions) can apply for a membership to use our 5 hole/par 3 academy course, "The Academy Package". This will give them the opportunity to continue to learn the game in a safe and un intimidating atmosphere. Allow use of the clubhouse within the package whereby they can receive a bar card like full members and integrate into the club by socialising. • Promote and communicate this offer to participants halfway through their GGR/Beginner sessions, with a view to them taking up the membership when the sessions finish. We will price this accordingly and have a maximum time limit of 18 months with a view to these members moving into either flexible membership or full/5/6-day membership. 	
Date/Progress/Targets/Comments	<p>i) Numbers to be reviewed at end of March 2022 to see if any new members have joined. If they haven't, to contact them and find out why. April - No new ladies have joined, 1 lady has moved to FLEXI</p> <p>ii) This has been achieved as of March 2022. Continue to check number of female entrants and results on each basis. To target at least 3-4 ladies and girls into this membership by the end of 2022.</p> <p>iii) Facebook posts about the GGR and The Academy Package. What's going on in the club. Posters up in the club foyer for when non-members walk-in for lunches/weddings can take notice of. Offer Academy Packages to any GGR/Beginner before sessions end with the target of 'upgrading' 2 participants</p>	

3.	Commitment	Have designated Champions/Mentors within the club who can assist and support new participants and members
Current Situation		i) At present, the club do not operate a buddy scheme or a mentor program
How this will be achieved	<ul style="list-style-type: none"> • Developing a buddy scheme including using the FREE access to England Golf's Buddy System resource: https://www.Englandgolf.org/volunteering/golf-buddies/, and to view the 'Develop a Buddy Programme' webinar https://Englandgolf.webinargeek.com/developing-a-buddy-programme-june-21-1 • Encourage existing lady members to volunteer to become a buddy to ensure new members/potential members feel welcomed into the club. • Encourage new members to join existing WhatsApp group where information is shared, along with finding opportunities to play. • Lady Captain to communicate closely with manager to be made aware of new lady beginners/members, and encourage new ladies to provide a photo/bio of themselves to be shared within the regular ladies' newsletter. • Once established in the club, encourage feedback from those new members to be able to enhance the beginner journey, and for them to in-turn become new 'buddies'. 	<p>i) Have at least 5 volunteers in place by May 2022 and allocate on a rota basis.</p> <p>ii) As and when new members join.</p>
Date/Progress/Targets/Comments		

<p>4.</p> <p>Commitment</p>	<p>To achieve and maintain 30% female representation on our Management and Captains Committee by actively promoting these positions linked to appropriate role descriptors that are not gender specific</p>
<p>Current Situation</p>	<p>i) Our current Management Committee (MC) is made up of 5 members, holding the position for 3 years: 3 male & 2 female, ii) Our Captain's Committee (CC) is made up of 11 members: 9 male& 2 female which relates to 18.18%</p>
<p>How this will be achieved</p>	<ul style="list-style-type: none"> • We will encourage women to stand for the MC and CC. We will do this by first reviewing all management role descriptors are reviewed to ensure they are non-gender specific and include skills and experience. • We will aim to complete a skills matrix to cover gaps in current skill sets. We will promote the need for women to stand for election at the AGM in club newsletters, along with emphasising the impact they can achieve by sharing roles and responsibilities. • We will engage with the committees and Lady Captain to see if viable to invite female members to join a board meeting as an observer, as a way to break down the perception that they 'might not be good enough'. • The Women in Golf charter will be an item on the board agenda each month.
<p>Date/Progress/Targets/Comments</p>	<p>i) We have already achieved the 30% representation. By the end of 2022, women candidates to be identified by the current MC. ii) The MC to monitor and hold the CC accountable for the gender proportion to achieve the 30% requirement. To be reported on by the next AGM with named candidates.</p>

<p>5.</p> <p>Commitment</p>	<p>To become a SafeGolf accredited club and ensure policies and procedures remain up to date.</p>
<p>Current Situation</p>	<ul style="list-style-type: none"> i). Adopted the required club policies ii) Appointed a Club Welfare Officer iii) DBS checks are obtained for relevant club personnel iv) Club staff and volunteers have obtained any required qualifications v) PGA Professional(s) are included on PGA SafeGolf Coaches Register
<p>How this will be achieved</p>	<ul style="list-style-type: none"> • The management team at the club has approved all the policies and procedures. • All documentation is up to date and has been shared your local England Golf Club Support Officer. • Our Welfare Officer maintains the Personnel Register and ensures that all volunteers in regulated activity with juniors are up to date with Safeguarding qualifications. They also ensure that any new volunteers who come on-board take the necessary courses and have a DBS in place, along with the PGA Pros.
<p>Date/Progress/Targets/Comments</p>	<p><u>i) SafeGolf accreditation has been renewed for another year to 16th March 2023.</u></p>
<p>6.</p> <p>Commitment</p>	<p>Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter</p>
<p>Current Situation</p>	<ul style="list-style-type: none"> i) 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 ii) 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>How this will be achieved</p>	<ul style="list-style-type: none"> • Keep a record of all the initiatives that LOTSGC are planning and monitor any progress in the 6 monthly report. • LOTSGC has agreed that it will be the role of the Lady Vice Captain of each year to be the Charter Champion. This will be communicated to the Lady Vice-Captain before taking up the role.
<p>Date/Progress/Targets/Comments</p>	<ul style="list-style-type: none"> i) Produce a 6 monthly report which will be fed back to England Golf. End of June/December ii) Produce a 6 monthly report which will be fed back to England Golf. End of June/December.