

A commitment to a more inclusive culture within golf

We at Arscott 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 Arscott 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 Arscott 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 Arscott 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 Arscott GC Plan to achieve this**

- To achieving and maintain 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific
- Deliver a minimum number of 4 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
- Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
- Promote a membership pathway, for women/girls and families to progress within the club
- 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 Arscott 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.

	<b>Commitment</b>	<b>Current Situation</b>	<b>How this will be achieved</b>	<b>Date/Progress/Targets/Comments</b>
<b>1</b>	To achieving and maintain 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific	<b>At present one female board member out of six plus one female section head out of 3 sections head. 2 women in 9 board places = 22% Due to covid the women's section has seen a decrease in membership, at present there are 31 women with full membership which is less than 10% of the total membership. (341).</b>	<b>Maintain these ratio's by making sure that the board roles are not considered gender specific and actively encouraging women to apply to the board. Possible nominations committee.</b>	<b>These figures are true for 2020 AGM. The next AGM is November 2021 aim to keep the ratios at least the same.</b>
<b>2</b>	Formally to inclusion to the wider community via the club website, social media accounts and local community groups	<b>The club has recently contacted 10 local sports clubs to offer coaching for women in different sports. This has resulted in 20 new participants in coaching in October.  7th September Facebook post reached 3471 people and 231 viewed on google</b>	<b>Next initiative in Spring contact the same 10 clubs again plus 5 new ones. Use personal contacts within the club and run the same social media campaign.  Promoting the Women in Golf Charter on the club's social media pages  Creating a dedicated page on the club's website to funnel social media enquiries to and to offer more information</b>	<b>Contact 15 local women's sporting clubs before 2021 spring initiative.  Monitor reach of Facebook page for a comparison with Autumn 2020</b>
<b>3</b>	Deliver a minimum number of 4 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns	<b>No official programme  There are no current members in a coaching programme</b>	<b>1<sup>st</sup> initiative October 2020 free lessons for women. Follow up lessons supported by a buddy system. Buddy recruits to follow England Golf workshop.  Women on Par sessions to be held along with a Women on Par competition</b>	<b>1<sup>st</sup> review at the end of October, October /November 2020. Recruit 5 members to the buddy system.  Spring 2021  Summer 2021</b>

			<p><b>Girls golf rocks (if available next summer)</b></p> <p><b>With Board approval, introduce a new academy scheme for women new to golf to encourage a strong player pathway in the future.</b></p>	<p><b>Target is 4/5 members of the academy with 2 new members</b></p> <p><b>Retention target is for all 31 current members to renew their membership on 1<sup>st</sup> August 2021</b></p>
4	Have a designated Champions/Mentors within the club who can assist and support new participants and members	<b>Currently no official system within the ladies section.</b>	<p><b>Formally appoint Trish Harding and Barbara Parnell to this post with their names visible on the charter</b></p> <p><b>Run an England Golf Buddy workshop (online) to help recruit volunteer buddies within the ladies section for new participants</b></p>	<p><b>October 2020</b></p> <p><b>5 members trained as buddies</b></p> <p><b>31 members renew in August 2021</b></p> <p><b>2 new members</b></p>
5	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
6	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting 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 <b>Barbara Parnell to be charter champion</b>	The charter Champion to provide England Golf with an annual report on progress on commitments made