

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We at Leek 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, we Leek Golf Club 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 Leek Golf Club, 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 Leek Golf Club.
- 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 Leek Golf Club 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. To achieve 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.
4. Formally promote inclusion to the wider community via the club website, social media accounts and local community groups.
5. To meet England Golf's terms of affiliation.
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.

Signed on Behalf of Leek Golf Club:

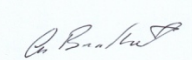
Club Chairman: T.C. Eccleston
Date: 1st January 2024

Signed:



Charter Champion: A. Broadhurst
Date: 1st January 2024

Signed:



These objectives will be embedded into the club business/operational 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>To implement and deliver a minimum of two initiatives each year targeting women/girls and families with key England Golf campaigns.</p>	<p>LGC is committed to the principals embedded in the Women's Charter and to build on previous work in the Ladies Section on recruitment.</p> <p>2023 - Currently we have 57 Ladies Members, 17 are over the age of 65.</p> <p>2023 - Currently we have 414 Male members, 82 are over the age of 65.</p> <p>This equates to 12.1% women members at LGC.</p> <p>LGC has its own Academy with Junior, silver and gold courses. These are run by LGC's professional Greg Rogula.</p> <p>2023 LGC organised 2 taster sessions for women in July. 10 ladies attended; unfortunately, bad weather impacted on the sessions.</p>	<p>Welcome all new females and into the club.</p> <p>Promote LGC Academy membership and our buddy system.</p> <p>Golf session for beginners. taster sessions, short courses, to suit individual requirements.</p> <p>Approach the guardians of our current junior section to promote inclusion of golf activities, at the same time the children are actively involved in their learning.</p> <p>Contact and promote golf to other local organisations/clubs to offer a structured/fun way into golf. U3A, Tennis, Cricket, Netball, Hockey, Rugby and offer taster sessions.</p>	<p>LGC Adopt positive actions to accept new women members. All Women applying for membership are given priority consideration by management committee and supported to do so by EG Equality and Diversity framework. Legal advice is available if needed from EG in respect of this.</p> <p>Marketing - design a Leaflet/ plus create posts for Facebook and Instagram to encourage women/girls and families to join LGC.</p> <p>First taster session to be held in May/June 2024. Dates to be confirmed.</p> <p>6 to attend the initial taster session.</p> <p>20% to move into academy setup.</p> <p>Plans for a women's non-member 'putting out' /chipping competition.</p> <p>Website information being updated to give improved information about Women in Golf at LGC.</p> <p>Closely monitor membership participation and profiles and update main management committee regularly</p>

				<p>on any significant changes in age and gender profiles.</p> <p>Review at Membership & Marketing Committee on a regular basis.</p>
2	<p>Promote a membership pathway, for women/girls and families to progress within the club.</p>	<p>LGC has started a very friendly 'buddy' system in the Ladies Section to support new members.</p>	<p>Ensure that the club create and maintain membership categories that enable a transition through the age ranges to full adult membership.</p> <p>LGC needs to get feedback from its new female members after one year's membership and hear from them what their needs are going forward.</p> <p>Welcome new and experienced lady golfers into LGC highlighting the club's academy, buddy system, ladies' section, competitions and benefits of the club.</p> <p>The buddy system will continue and develop by encouraging Ladies to join in with social activities and joining the WhatsApp group already active. All new ladies will be asked if they want one or two named, full lady members to be their buddy.</p> <p>Named buddy volunteers to follow the England Golf buddy guidance and have clear roles and responsibilities.</p> <p>Formalise an exit questionnaire.</p>	<p>In collaboration with EG strategies are being explored to address ways to encourage women into Golf.</p> <p>Speak to 'newer' female members and seek feedback on their membership experience, with a phone call after six months and a brief survey after one year.</p> <p>Continue to monitor reasons that female junior members leave the club by regular communication with Junior committee members.</p> <p>Update the buddy register and review roles and responsibilities.</p> <p>4 buddies in place at LGC, to support new members.</p> <p>Ensure all buddy volunteers are supported and appreciated.</p>
3	<p>To achieve female representation on our Board of Directors which as a minimum reflects the percentage of female members at LGC, currently standing at</p>	<p>Actively promoting these positions linked to appropriate role descriptors that are not gender specific.</p>	<p>Promote female member involvement in Management Committee Sub-Groups and Working Groups through co-option. Thus, building confidence and awareness and building a 'base' of potential candidates for election to Management Committee in future years.</p>	<p>LGC Management Committee roles will be held by any members who reflect the skill set for the role including all governance and subcommittee positions.</p>

	<p>12.1% of members. Moving as female membership increases to the national target of 30% representation.</p>	<p>Our current board consists of 5 elected Directors from full members.</p> <p>Of those 5 Directors in 2023, 5 are male and 0 are female.</p> <p>Our current club council consists of 4 full members.</p> <p>Of those 4 club council members in 2023, 1 is female and 3 are male, achieving 25% representation.</p>	<p>Use Ladies Section meetings to promote opportunities to stand for the Management Committee.</p> <p>Use club communication to encourage female candidates to stand for the Management Committee.</p>	<p>Review numbers after receiving nominations for election in December 2024 against the numbers in Jan 2024.</p> <p>Adjust actions accordingly.</p>
4	<p>Promote inclusion to the wider community, family and friends via the club website, social media, in the clubhouse and local groups.</p>	<p>LGC post success stories of all sections on social media and website. The Junior Section has also begun to get coverage in relevant publications over the last 3 months.</p> <p>4 quiz nights are held throughout the year, plus sections specific presentations and dinners.</p>	<p>Increase coverage of the club's successes through local publications, local social media and other external partners. This will highlight the club's strengths and all the different sections within which are available to the community.</p> <p>Reintroduce a vibrant social events calendar for members of all ages which will they tell family and friends about.</p> <p>Exhaust current member channels. Are all members of a family a member of the golf club. If not, why not?</p> <p>Communicate with all residents of Birchall.</p>	<p>Building on existing relationship with Midlands Golfer Magazine, Staffordshire Chamber of Commerce and other local groups (U3A, this is Leek Facebook page, etc.) to help in the promotion of the club.</p> <p>Run 4 open door initiatives (open to the community) in 2024 such as a family bbq, bring a friend to golf day, a community open day and a non-members Q&A evening. This will allow potential new members to see what the club has to offer and help breakdown any preconceived barriers into golf.</p>
5	<p>To meet England Golf's terms of affiliation.</p>	<p>To retain the SafeGolf accreditation</p> <p>To ensure the club has a suitable Equality, Diversity and Inclusion (ED&I) policy.</p>	<p>The management team at the club has approved all the policies and procedures and communicated them with the membership and displayed on the club website.</p>	<p>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.</p> <p>The club will complete the ED&I checklist in 2024.</p>

		To ensure the club has suitable disciplinary procedures in place.	All documentation is up to date and has been shared annually with your local England Golf Club Support Officer. We expect to complete in 2024.	
6	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.	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.
		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.