

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Wrag Barn 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 Wrag Barn 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 Wrag Barn 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 Wrag Barn 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 Wrag Barn GC Plan to achieve this

- Deliver a minimum number of 2 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
- Encourage and promote mixed golf participation in both social and competitive rounds
- Promote a membership pathway, for women/girls and families to progress within the club
- To become a Safe Golf accredited club and ensure policies and procedures remain up to date
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Wrag Barn 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.

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
1	Deliver a minimum of 2 initiatives targeting Girls recruitment that align to England Golf Campaigns	<ul style="list-style-type: none"> We have engaged with the Girls Golf Rocks initiative for the past three years to great success. We will continue to engage with this initiative as a tool to recruit and retain girls in to the game. Through this programme we have engaged with 20 girls, which has generated 8 new coaching participants and 3 new members 	GIRLS GOLF ROCKS <ul style="list-style-type: none"> Apply for 2021 programme Maintain Safe Golf accreditation Utilise campaign branding to promote initiative Utilise our existing relationships with local school to recruit participants, as well as by engaging with local advertising (radio/social media/website). We will also engage with our current members to encourage family and friends to attend 	Delivery 2021 Targets: 20 number of girls at taster 10 number of girls in to structured coaching 6 number of girls into club coaching programmes 4 number of cadet members

		<ul style="list-style-type: none"> • In partnership with the Golf Foundation, the club professional team has a relationship with 5 number of local schools, offering an after-school club programme with follow on coaching offer for students. • We have of girls in Cadet 1 – who have access to our academy short course and can play from the blue tees on the main course • We have 3 of girls in Cadet 2 who can play off the yellow tees on the main course – these juniors can also obtain a handicap over 9-holes • We have 3 of full junior members. These members play 18 holes off of the white/red tees. 	<p>Golf Foundation HSBC Golf Roots – Afterschool club initiative</p> <ul style="list-style-type: none"> • Offer mixed taster sessions at 5 local schools with a follow-on offer back at the club • This would consist of taster day at each school for all year groups, 4 x 1hour weekly afterschool club coaching in the school followed by 2 x 1hour coaching sessions at the golf club. • Will continue to work closely with the Golf Foundation to achieve this utilising their funding, guidance, and resources. • Taster session free to all children. Afterschool club £35 per child. (4 Sessions) • Follow on coaching offer – signpost girls to weekend girls only coaching 	<p>School coaching to be delivered between April – Oct 2021.</p> <p>We plan to engage with 5 schools!</p> <p>At each school we are looking to engage with: 120 children – Taster day 20 children to sign up for the afterschool club 3-6 children to join the pre-existing club coaching programme</p>
2	<p>Promote a membership pathway, for women/girls and families to progress within the club</p>	<ul style="list-style-type: none"> • Girls Pathway • Currently offer mixed coaching at weekends £6/hour • Academy membership: Short course only • Cadet 1 – Main course /9holes (blue tees) (£54) • Cadet 2- Main course/9 	<ul style="list-style-type: none"> • Promote pathway via website (create a junior landing page) • Promote academy programme via social media • Create junior academy marketing collateral that advertises the pathway as well as a junior welcome pack as part of their membership pack. 	

		<p>holes (yellow tees) *can obtain official handicap (£108)</p> <ul style="list-style-type: none"> • Junior membership – 18 holes (White/Red tees) (£161) • We currently have girls in coaching • 4 cadet 1 • 3 cadet 2 • 4 junior members 		
		<p>Ladies Pathway</p> <ul style="list-style-type: none"> • Coaching is offered 3 times a week, twice at weekends and once weekdays! Cost £7 per session or Get In Golf sessions are £25 for 4 sessions per lady. General Introduction to golf and course etiquette shown on our Short Course to get started. • Ladies move up to our 9 Hole membership which allows them to play 9 holes on the main course. Afternoons are available 7 days a week. This membership is available for 2 years and then progress too..... • Full Membership and take advantage of all the main 	<p>9 Hole membership</p> <ul style="list-style-type: none"> • Introduce and promote a 9-hole staging membership to act as a steppingstone into full membership • Offer 9-hole membership to all current and future ladies in coaching • (Available after midday, 7 days per week @ £300/pp) • Promote 9-hole membership offer through current members, social media, website • Support membership and retention by offering 9-hole competitions supported by the pro to teach course etiquette and competition scoring • Introduce new members survey to gain feedback on pathway and potential areas of improvement • Utilise annual members survey to capture women's satisfaction levels and improve overall club experience for female members 	<p>Targets for 9 Hole Membership</p> <ul style="list-style-type: none"> • Through the year our target for recruiting new ladies on this membership would be between 6-12.

		benefits from being a full lady member.		
3	Encourage and promote mixed golf participation in both social and competitive rounds	<ul style="list-style-type: none"> Mixed golf competitions are offered once a month and on all bank holiday Mondays – this usually attracts 50% women We regularly organise mixed adult/junior competitions (3 per year) Women and Girls are invited to enter 'Club Competitions' – in 2019 we had 16 female entries For the previous two years we have had a Female club champion. Our junior week now achieves equal entries and participation between boys and girls. In 2019 this was 8 girls and 32 boys. 	<ul style="list-style-type: none"> Continue to educate all members to understand handicap adjustment shots by providing regular communication and guidance Continue to offer monthly mixed golf competitions and mixed adult/junior competitions Continue to encourage women and girls to enter 'Club competitions' Promote club inclusivity by promoting club competitions and events via social media and local networks to showcase the clubs as open and inclusive – utilise family and female friendly branding and imagery to promote the club 	<p>Mixed Golf Current/Targets</p> <ul style="list-style-type: none"> We are run a Captains Roll Up every week on a weekend which is a mixed roll up and allows all sections to play. Over the year Wrag Barn runs 25 mixed competitions, some extra mixed competitions may be added. Target Percentage increase target will be 10% ladies/girls participation.
4	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	<p>a. Adopted the required club policies</p> <p>b. Appointed a Club Welfare Officer</p> <p>c. DBS checks are obtained for relevant club personnel</p> <p>d. Club staff and volunteers have obtained any required</p>	<p>The management team at the club has approved all the policies and procedures.</p> <p>All documentation is up to date on the England Golf portal and notify our local England Golf Club Support Officer.</p> <p>Our annual review date is 31.03.2021</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>qualifications e. PGA Professional(s) are included on PGA SafeGolf Coaches Register</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	The charter Champion to provide England Golf with an annual report on progress on commitments made