

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Marple 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 Marple 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 Marple 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 Marple 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 Marple GC plan to achieve this

1. Aim to achieve 30% representation on our board together with a similar representation on the four sub committees
2. Promote a pathway for women, girls and families and to support their retention within the club.
3. Provide inclusive competitions and events for all levels of golfers.
4. Promote inclusion of the wider community via the club website, social media and local community groups etc.
5. To achieve and maintain the 'SafeGolf' accreditation
Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Marple Golf Club:

Chairman: John Deakin

Signed:



Date: 18/11/21

Charter Champion: Sarah Beard

Signed:



Date: 18/11/21

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	Aim to achieve 30% representation on our board together with a similar representation on the four sub committees	The board consists of 5 director members none of which are women. We have 2 women on the greens committee and 2 women on the Bar & Restaurant committee. Women currently make up 15% of the overall membership.	The board is undergoing a restructuring process at the present time, and we expect that as a result of this process will have at least one woman elected as a director member. We also anticipate a number of women will be elected on to the various four club committees. These committees will enjoy a good deal of autonomy and will be responsible for the day to day running of the club. Elections will take place at the AGM.	The AGM will be held on 20 October following which we anticipate that the representation of women on the board with at least one-woman director and the various sub committees will be greatly enhanced. Women have been actively encouraged to stand for elections in an attempt to redress the gender imbalance. We expect that the Safeguarding Officer will be in place by the 31 October 2021 and that the position will be filled by a woman.

<p>2</p>	<p>Promote a pathway for women, girls and families and to support their retention within the club</p>	<p>We have recently conducted a successful 'new to golf' programme in conjunction with the assistant professional and we currently have 10 new women signed up to this golf access programme. The women have group lessons following which they play 3 holes, rising to 6 and finally 9 holes. Once completed they are able to obtain a handicap and participate fully in competitions.</p>	<p>By operating a buddy scheme where there are 4 buddies to help the new women golfers on their golf journey. What's app group created to help the new women golfers communicate with each other and arrange games and receive support from their buddies</p>	<p>We expect to have a rolling programme of the current initiative including the recruitment of more 'buddies' if and when required. The success of the programme will be closely monitored by the Golf & Commercial committee who will have the authority to incur expenditure for specific advertising campaigns and other initiatives. Currently 20% of women attending the 'new to golf' programme have become full members. We expect that by Summer 2022 this will increase to 30%. This will be underpinned by weekly group coaching from the professional.</p>
<p>3</p>	<p>Provide inclusive competitions and events for all levels of golfers</p>	<p>Currently women are only able to compete in 2 Saturday competitions each year. This limits them to playing competition golf on 2 days per week; Thursdays which is 'ladies' day and Wednesdays which is open to all members</p>	<p>To allow full paying members to play in qualifying comps on a Saturday and Sunday regardless of their sex and ability. For those not playing in competitions to increase tee time availability at the weekend. This will enable working women and juniors and families to play more frequently</p>	<p>To agree with the Golf & Commercial Committee that competition golf should be open to all and to ensure this happens as soon as possible. It is anticipated that this will commence on 31 October 2021 with the 'winter league' competitions which are traditionally competitions only open to men. Following this it is anticipated that the majority of competitions will be open to women in the Summer of 2022</p>

<p>4</p>	<p>Promote inclusion of the wider community via the club website, social media and local community groups etc.</p>	<p>Whilst the club has some social media presence in the form of the club website, Twitter and Facebook etc. we do need to reach out to the community with a more consistent approach. We also need to establish and increase contact with schools, local gyms, community groups and the like to promote the game of golf and to attract girls and women</p>	<p>With the support and input from the Golf and Commercial committee to increase the club's social media profile and having a more consistent approach to promote girls, women and families to take up golf with incentives such as family membership</p>	<p>We aim to formulate at least 2 new golf initiatives by the latest summer 2022. To help further this we will assist members in attending the England Golf 'club activator course', in October 2021. These members will then liaise with the professional and Golf & Commercial Committee in determining the best way forward in attracting and retaining new members. Our professional together with volunteers will be running initiatives such as 'Putting and Prosecco', 'bring a friend', and an open day when golf tasters will be on offer. These initiatives will allow women who are new to golf experience various aspects of the game.</p>
<p>5</p>	<p>To achieve and maintain the 'SafeGolf' accreditation</p>	<p>We currently are not accredited</p>	<p>Complete DBS checks</p>	<p>We will be in a position to submit all of the required evidence by 30th November 2021 at the latest and to be in a position for an annual renewal in accreditation.</p>

<p>6</p>	<p>Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter</p>	<p>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.</p> <p>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>	<p>Formally share progress and updates/changes to the charter with England Golf moving forward.</p> <p>Formally share progress and updates/changes to the charter with England Golf moving forward.</p> <p>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release.</p>	<p>To provide annual measures to help determine the impact of the charter.</p> <p>To provide annual measures to help determine the impact of the charter.</p> <p>The charter Champion to provide England Golf with an annual report on progress on commitments made.</p>
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