

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Knighton Heath Golf Club (KHGC) 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 Knighton Heath 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 KHGC 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 KHGC
- 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 KHGC Plan to achieve this

1. Deliver a minimum number of 2 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
2. Have designated Champions/Mentors within the club who can assist and support new participants and members
3. 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
4. To become a SafeGolf accredited club and ensure policies and procedures remain up to date
5. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Knighton Heath Golf Club:

General Manager: Reunert Bauser
3 December 2020

Signed: Date:



Charter Champion: Linda Holden
3 December 2020

Signed: Date:



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 each year targeting women/girls that are aligned with England Golf campaigns	<p>None</p> <p>The club currently has not offered any of these campaigns in the past.</p> <p>The club currently has 69 lady members, unfortunately no junior girls.</p>	<p>Open Days</p> <p>Free golf coaching sessions for prospective new members.</p> <p>Family days</p> <p>This will be achieved by registering for the Girls Golf Rocks campaign, as well as running the Women on Par initiative.</p> <p>The Ladies Section would run the above campaigns together with the professional staff with the aid of the mentor/buddies.</p> <p>Marketing through – social media, website, local adverts</p> <p>Family day – free coaching and a 9-hole competition with prizes.</p>	<p>Facebook</p> <p>Website</p> <p>Invitation by current members</p> <p>End of Sept 2021 – dependent on Covid-19.</p> <p>Recruit around 5-6 girls and 10 lady members.</p> <p>Above new members recruitment target to be achieved by end of 2022.</p> <p>Target of 30 members to attend Girls Golf Rocks and the Women on Par sessions.</p> <p>Covid dependent we will immediately start promoting the sessions.</p>
2	Have designated Champions/Mentors within the club who can assist and support new participants and members	<p>None</p> <p>Currently when new lady golfers join the club, she is met by the Ladies Captain and introduced to other lady members at their weekly Tuesday get together.</p> <p>The Professional offers the ladies group coaching sessions at regular intervals.</p>	<p>Allocate new members a committee member to support their integration into the club. Play-ins, introduce to ladies on a Tuesday (Ladies Day)</p> <p>All buddies to complete the free webinar through England Golf https://www.Englandgolf.org/volunteering/golf-buddies/</p> <p>Promote ladies membership during Women on Par / Get into Golf sessions</p> <p>Investigate the opportunity of an academy membership.</p>	<p>Once clubhouse is open and members can mix freely. End of Sept 2021.</p> <p>Each new member would be allocated a buddy until such time as they are comfortably integrated into the club</p> <p>Evaluation of buddies/mentors scheme yearly – survey any new members/participants for how they feel the buddy system went, and how they can evolve into 2022 and beyond</p>
3	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	<p>9 Directors all men.</p> <p>Chairman</p> <p>Vice-Chairman</p> <p>Finance</p> <p>Greens (3)</p> <p>Marketing & Membership</p> <p>Capital Projects</p> <p>Captain</p>	<p>Ladies Committee to identify 2-3 lady members willing to stand for election to the Management Committee.</p> <p>Promote through Tuesday Ladies get-togethers and one-to-one meetings with identified candidates.</p> <p>Skills needed in the future on the Management Committee, finance, marketing & membership & course. England Golf governance guide will be used which includes role descriptors for board positions</p> <p>All Directors are nominated and elected at the Club AGM by all playing members for a term of 3 years.</p>	<p>Immediately start the process once the clubhouse is opened (Covid-19 dependent).</p> <p>Target the AGM in Oct 2021 to begin with, at least 2 ladies to be nominated to stand for election.</p>

4	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	<p>In Progress</p> <p>a. Adopted the required club policies b. Appointed a Club Welfare Officer c. DBS checks are obtained for relevant club personnel d. Club staff and volunteers have obtained any required qualifications e. PGA Professional(s) are included on PGA SafeGolf Coaches Register</p>	<p>Club policies to be adopted at the next Ladies Committee meeting (Covid-19 dependent)</p> <p>Club Welfare officer appointed – Jackie Bailey.</p> <p>DBS checks to be obtained for relevant volunteers</p>	<p>As soon as Committee can meet.</p> <p>Club Welfare Officer appointed.</p> <p>All volunteers DBS checks completed.</p> <p>We were awarded the SafeGolf accreditation in early March 2021, and will ensure we renew yearly and keep our personnel register and policies up to date and visible to all</p>
5	Appoint a designated charter champion within the club who can assist with the promotion and reporting of the charter	<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>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>The charter Champion to provide England Golf with an annual report on progress on commitments made</p>