

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Lansil 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 Lansil 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 Lansil 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 Golf Section Committee level within Lansil 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 Lansil Golf Club Plan to achieve this**

- Deliver a minimum number of 1 initiative each year targeting women/girls and families that are aligned with key England Golf campaigns
- To achieving and maintain a female representative on our Golf Section Committee by actively promoting this position linked to appropriate role descriptors that are not gender specific
- To become a SafeGolf 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 Lansil Golf Club:**

Club Manager/Secretary: Marc Holmes  
Date: 21<sup>st</sup> January 2021

Signed: M Holmes

Charter Champion: Graham Clements  
Date: 21<sup>st</sup> January 2021

Signed: G Clements

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	<p>Deliver a minimum of one initiative each year targeting women/girls and families that are aligned with key England Golf campaigns</p>	<p>At present we have a very low number of female members (7 women &amp; 0 under 16's). This is most likely due to the lack of facilities for women at the course and the fact that we no longer have a female representative on the Golf Section Committee.</p> <p>Historically I don't believe we have ever had any incentives for women/girls and currently don't have any in operation.</p>	<p>We will utilise our already successful social media platform and invite/encourage women and girls to get into golf at Lansil (female only membership incentives)</p> <p>We will look at holding a family open day during which we will promote the club as a whole not just the golf side of things but everything else it has to offer as well.</p> <p>We have held family fun days in the past where we have had bouncy castles, BBQ, face painting etc. This would be advertised locally and via social media.</p> <p>Possibly offer a reduced-price membership incentive on the day for females.</p>	<p>Our target would be to increase our female membership by 25% in the next 2 years.</p> <p>We will do a leaflet drop in the immediate local area, advertise on our Club and Course Facebook pages and also look at advertising in the wider area through platforms such as the local radio and newspapers.</p> <p>The advertising will be done in April/May time to capture the fair weather golfers and show the course at its best.</p>
2	<p>To achieving and maintaining a female representative on our Golf Section Committee by actively promoting this position linked to</p>	<p>Our Golf Section Committee currently comprises of 14 members all of which are male.</p> <p>Committee members are elected at the Golf Section AGM and hold office for 3 years – after</p>	<p>We will actively engage with our lady members and promote the need for more women to join our Committee – this will be achieved by making direct contact with every female member via email and also advertising in in our monthly newsletter.</p>	<p>Our target on achieving this will be linked to commitment number one (completed within 2 years)</p> <p>Once we have increased our female membership we hope to</p>



	appropriate role descriptors that are not gender specific	which they are entitled to stand for re-election.	Roll descriptors aren't in place at this time but will be written after the General Committee AGM in April	be able to recruit more females onto the Committee.
3	To become a SafeGolf accredited club and ensure policies and procedures remain up to date.	<ul style="list-style-type: none"> <li>a. Adopted the required club policies</li> <li>b. Appointed a Club Welfare Officer</li> <li>c. DBS checks to be obtained for relevant club personnel</li> <li>d. Club staff and volunteers to obtain any required qualifications.</li> </ul>	<p>The Golf Section Committee will approve all required policies and procedures.</p> <p>Once all documentation is up to date it will be shared with our local England Golf Club Support Officer.</p> <p>We expect to complete this by 31<sup>st</sup> March 2021.</p> <p>Our annual review date is 1<sup>st</sup> February</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.
4	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
5	Promotion of the charter	To appoint a charter champion utilising the role description provided. The champion will be responsible for the promotion,	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



		activation and reporting on the progress of the charter.		
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