

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>Involve more female members on Council. Aspire to achieve 20% representation on the new Management Committee over the next 5 years. It will be done in a staggered approach.</p>	<p>There are 14 members on Council at the moment. Some have role descriptors – Captain; President; Secretary; Treasurer; Membership secretary, Head of Greens. The others are Directors; they are elected at the AGM. The posts are advertised by a nominations sheet put up in the Club House.</p> <p>Lady Captain is invited to attend Board meetings, one woman is minutes secretary. Neither have a vote.</p>	<p>With the proposed restructuring of administration there will be a Management Committee of 5 members. The positions have already been decided from the existing Council. However, should a new role be needed or a member steps down, it is accepted that going forward the position will have a clear role descriptor and transparency in recruitment; in that the most suitable candidate shall be successful.</p> <p>Sitting underneath the Management committee will be a Governance team who get ideas from the focus groups and feed upwards to the group above. This group shall have female representation from the outset.</p> <p>The positions will be advertised via email and playing Women WhatsApp group. Women will be encouraged to engage with this group directly through the female representatives or via a focus group.</p>	<p>By end of 2024 will aspire to have 20% female representation on Management committee.</p> <p>After 12months the structure is due to be reviewed and if successful it will be continued, and the Constitution rewritten.</p> <p>Successful recruitment of at least 1 female to be in this group by March 2021.</p>

2	<p>Women to be encouraged to join sub committees making club decisions.</p>	<p>We have a Womens Committee which currently has 9 members. 5 of these have clear descriptor roles. This is 50% of our female playing membership. You are nominated and seconded. We use WhatsApp and email to advertise posts. They are also advertised in the Womens locker room. They are recruited at the AGM.</p> <p>2 women on Club House committee. 1 on Competitions and Handicaps</p>	<p>The new structure is creating 2 focus groups; Club Life and Golf Experience. The recent club survey gave players an opportunity to declare an interest in volunteering in these areas. The Club Secretary will contact those individuals directly and offer them membership of a group. All Members will be emailed to inform them of the changes and given another chance to volunteer. We shall use the womens Whatsapp group to further remind playing women of the situation. These groups will feed back to the Governance Team.</p> <p>Comps and Handicaps will remain a separate group and will feed back to the Governance Team.</p>	<p>By end of 2021 aim to have 20% female representation on Focus groups. If that is achieved aim to increase to 30% by 2023</p> <p>Aim to have 2 women on Competition and Handicap Group by March 2021</p>
3	<p>RETENTION Ladies section to actively encourage and support its female members.</p>	<p>Currently we have 18 actively playing women golfers at the club. This is our entire Womens section. Demographic is 1&lt;21; 4 age 50-60; 9 age 60-70;4 age 70+.</p> <p>All are restricted (6 day) members by choice. Women do have the option of Full 7 day membership.</p> <p>We make great efforts to mix , currently running regular Texas Scramble comps to ensure newer women have the opportunity to play with more experienced players. We have Womens competitions on Wednesdays. They are advertised on the noticeboard in the Female Locker room and through a full fixture list that is emailed to all women by the Fixture Secretary in February.</p>	<p>Hold weekly Womens group golf lessons, organised by the Pro. Lady Captain will WhatsApp players and fill numbers ensuring all are given an opportunity to attend.</p> <p>Question all women about what they would like using Survey Monkey and discuss results at AGM.</p>	<p>Maintain current membership.</p>

<p>4</p>	<p><b>NEW MEMBERS</b></p> <p>Attract more women, mums and families to join the club.</p>	<p>Pro runs regular junior sessions which parents also attend.</p> <p>Currently no dedicated recruitment drive for women</p> <p>Club website outdated, can only find information and photos of Ladies section once you are a member</p>	<p><b>JUNIORS</b></p> <p>Our PGA professional is ensuring that he is on the PGA SafeGolf coaches register.</p> <p>The Club are in the process of appointing a CWO and are committed to achieving the SafeGolf accreditation.</p> <p>Our CWO , liaising with our Pro aims to engage with the Golf Foundation for funding.</p> <p>At secondary level approach local schools PE depts to offer the use of the course with help from members.</p> <p>Enlist help of Pro in recruiting and running short fun competitions for mums and kids after school.</p> <p><b>NEW FEMALE MEMBERS</b></p> <p>Develop links with local tennis clubs ( have a golfer who is also involved in local tennis) and offer golf introduction sessions. Grant a “member to member” thankyou of £20 on bar card after successful recruitment.</p> <p>Discuss an offer of 5 taster lessons for new female members then a reduced welcome subscription for the first 2 years. Banner at Club entrance to advertise and information on local Community Facebook page. Twitter.</p> <p>Ask for a higher female profile on Club website so that prospective Female members see evidence of a Club that is welcoming to new Women members and has a clear management structure in which women are represented and encouraged.</p>	<p>If funding is successful, aim to take forward TriGolf and Street Golf into a local Primary School once Covid restrictions allow. Possible date September 2021.</p> <p>Make links with local Academy School PE department aim for September 2021.</p> <p>Taster sessions for new women golfers in summer when evenings are longer.</p> <p>This may be impacted by covid restrictions.</p> <p>Aim to recruit minimum of 1 mum/family in 2021</p> <p>Blue tees to be in place for when golf resumes after lockdown.</p>
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			Set up Blue tees for Juniors and new Women golfers. This will make golf more enjoyable for beginners.	
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	Promotion 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 England Golf press release	The charter champion to provide England Golf with an annual report on progress on commitments made