

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Silverdale 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 Silverdale 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 Silverdale 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 Silverdale 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.

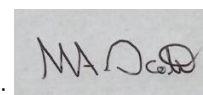
How we at SILVERDALE GC Plan to achieve this

- 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
- Support retention of new lady members by making new members very welcome and involve them in the club.
- Support recruitment campaigns such as Get into Golf as this has encouraged 2 new members in the past year and seems to be beneficial.
- Provide inclusive competitions and events for all levels of golfers.
- Hold events to include family members as it will hopefully help to re-establish Junior Girls Golf.
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.
- To become a SafeGolf accredited club and ensure policies and procedures remain up to date.

Signed on Behalf of SILVERDALE GC:

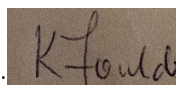
Club Manager/Secretary: Michael Andrew Scott
Date: 02/12/2020

Signed:



Charter Champion: Kathleen Foulds
Date: 02/12/2020

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.

The R&A Women in Golf Charter- Silverdale Golf Club – 2020/2021

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
1	To achieve 30% representation of ladies on SGC Board	1 lady, 6 men as voting members on the Board. - 14% . Will need to be at the AGM end of February. This has already been discussed at the last Board Meeting	Extend the number on the Board by at least 1 and include another lady who is SGC Charter Champion. – 25% Discuss with the Ladies' Committee, ask for nominations, propose and second these, perhaps need to vote. Yes – the Charter Role Descriptor	At the AGM– end of February 2021 2 Ladies out of 8 Board Members = 25%
2	Support retention of new lady members	31 Lady members Course becoming too difficult for older ladies, also too difficult for new ladies. Losing more older ladies than we have younger ladies joining. Very few opportunities apart from Social Committee. The club runs regular ladies' competitions, both social and informal? 1 weekly roll up, + 2 other competition days	Review positioning of tees, fairways, hazards etc. This will make it easier for higher handicap ladies. The green keepers have already started this work. We have a separate Ladies Committee – will increase publicity of our discussions and decisions. Action from the Ladies Committee to encourage involvement. Set up a small mentoring group. Mentors will help new lady members and ladies new to golf. They will go to play together regularly and will help them mix with the other members of the club.	End of April 2021. Ongoing How many mentors We would like to recruit possibly 4 or 5 mentors Assess by end of March 2021 and have plans to move forward from May 2021 onwards.
3	Support recruitment campaigns such as Get into Golf	Get into Golf is already run by our club Pro. Golf lessons monthly, 4 ladies in the last 2 years.	All lady members will be made more aware of this scheme and will be encouraged to promote it and mentor new applicants. Already, discussing with other	Ongoing from April 2021 How many participants would you like to recruit into regular coaching? Number of new members?

			<p>lady members and committee. Will be emailing a newsletter monthly.</p> <p>Get into golf programme advertised is advertised on the website and with A5 leaflets around the clubhouse and the area. Also, on Facebook</p> <p>Look at the possibility of setting up an Academy. A monthly fee to include lessons, affiliation fees and access to first 5 holes.</p>	<p>Regular coaching - 4 or 5 New members – hopefully 3 or 4</p>
5	Provide inclusive competitions and events for all levels of golfers	Competitions for 9 holes members and for 18 holes members. Also, for 2 levels of handicap. Competitions twice every week. On average 9 holes – 8 people take part -18 holes – 12 average	Incorporate new competitions to include new lady golfers. Texas Scramble, 2 to count, 4BBB over 9, 11 holes. Lady Competition Secretary will organise these Promotes in the clubhouse and by newsletter.	<p>Commence April 2021 Desired entry into competitions 9 holes – 10 ladies 18 holes – 15 – 18 ladies on average</p>
7	Hold events to include family members	Some social events Coffee mornings Bingo, Music Nights, Discos Organised by Friends of SGC – yes good attendance. but no golfing events	<p>Organise Family Fun Days, golf games being at the centre of these. The Board will oversee these. The fun day be promoted by using a local college, website, leaflets, newsletters.</p> <p>Junior Golf, Golf lesson package, £1 a Day Membership, Associate Membership and Get into Golf will all be promoted</p>	<p>Commence June 2021 with a Fun Day in June or July</p> <p>Hopefully, 50 people to attend, new members 2 or 3, may get extra signing up to coaching.</p>
8	Measure the impact of the charter	Already collect membership data using BRS & Handicap Master and by using surveys	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.	To provide annual measures to help determine the impact of the charter. e.g. surveys / data collection

			Formally share progress and updates/changes to the charter with England Golf moving forward	
9	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 the England Golf press release	The charter Champion to provide England Golf with an annual report on progress on commitments made
10	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	<ul style="list-style-type: none"> a. Adopted the required club policies b. Appoint a Club Welfare Officer (Appointed 23/11/20) 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>The management team at the club has approved all the policies and procedures.</p> <p>All documentation is up to date and has been shared your local England Golf Club Support Officer.</p> <p>We expect to complete by 31/03/20</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