

GOLF The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Rothley Park 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 Rothley Park 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 Rothley Park GC, 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 Rothley Park GC
- 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 Rothley Park GC plan to achieve this

1. To build upon our strong women membership and establish and develop a pathway and structure for Junior girls.
2. To improve transition for women from RPGC Academy to Full membership
3. To achieve and maintain 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors.
4. Maintain our SafeGolf accreditation and ensure policies and procedures remain up to date.
5. Ensure we have a robust Equality, Diversity and Inclusion policy as outlined by England Golf
6. Appoint a designated Charter Champion within the Club who can assist with the promotion and reporting of the Charter.



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These objectives will be linked to 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 a	To build on our strong women membership	We have a strong Women's section with over 100 women members who play golf on a regular basis both in competitions and socially. We host regular competitions at both the weekend and during the week and these included mixed gender start sheets on both Saturday and Sunday. We have separate Playing committees based upon gender, but communication is good between to the two committees and there are many mixed competitions run throughout the year. Successes both within the club and County are reported via many social media channels such as the Captains Newsletter, Website, Instagram page and Facebook. We run an Academy for new golfers, which involves lessons and	Develop our knowledge and understanding of our female membership data to identify attrition rates over last 5-year period thus providing us with a baseline. Are we recruiting as many members as we may potentially lose based on demographics such as age? If data supports the need, consider allowing women to be given priority within the waiting list. Use data to inform decisions on promoting engagement and increasing participation in both competitive and social golf. Review the role of the club county contact to ensure that all relevant information from EG though the County Association regarding recruitment and retention is considered at the earliest opportunity. Ensure exit interviews are completed with any women who leaves the club. Promote the lady's section, for both experienced golfers	The data identifies areas on which we can focus in developing our women's section. The number of women members increases by 12-15 as a result of this focus. Exit interviews provide valuable data for further action to increase membership. The role of the club county contact has been reviewed leading to access to all available information. Liaison with the Director responsibility for marketing has led to further impact on numbers joining.

1 b	To establish a pathway which will actively encourage junior girls to engage with the game of Golf and become members of RPCG. Increase membership	Whilst there is no specific pathway for junior girls, the club do provide an excellent pathway for all juniors to progress from beginner to established golfer using the Golf Access programme. This has included in the past junior coaching sessions at weekends and during holidays and the flag 25/50 competitions and	Offer 10 free memberships to junior girls in order to encourage participation and membership in the club. In order to attract junior girls this offer to be marketed through social media, the club website and word of mouth etc. Advertise the cohort as a girl only group and taught through the Golf Access programme already in place.	By the end of 2023 there will be 10 new girl members. By the end of 2023, 70% of the girls who enrolled have completed the Golf Access programme. Liaison with the Board Director responsible for marketing has resulted in action to
2	To improve transition from Academy to full membership	Our Academy covers all aspects of the game and has a proven formula for equipping beginners with everything they need. It covers all bases and welcomes adults of all ages and includes. - PGA Professional Coaching - 5 Individual Lessons and 6 Group Sessions or 8 individual lessons starting in April. - Choice of days - Access to full practice facilities with some access to the Course Golf equipment supplied free for lessons. Additional private lessons available Fast tracked application for Full Membership. In 2023 we have 11 second year Academy members and 10 first year members	Complete a survey with all members of the Academy at the start and end of the process to identify barriers to progressing to membership. Investigate the introduction of an orientation year following the Academy at a reduced membership fee. Conduct three monthly reviews on Membership numbers to review success in retaining Academy Members. Explore the Buddy Training scheme hosted by England Golf. Define the requirements expected from buddies to ensure new members are dealt with appropriately. England Golf have provided Buddy Guidelines and training slides and we will use these to run our own workshops for potential Buddies Introduce a Buddy System of around 15 volunteers on a Buddy WhatsApp group where Academy members can communicate with buddies, for information and playing opportunities.	Reduced membership fees have been considered by the Board following a full proposal being submitted in time to allow the Board to consider prior to the end of this current Academy year. Many willing lady Members are happy to be Buddies and attend workshop sessions. 3 monthly reviews provide data on retention of Academy members. Monthly reviews indicate numbers involved in the Buddy Groups both Social and Playing.

3	To encourage female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors	The current Board of Directors is made up of six people, two of whom, as of 2023, are female. Also present at board meetings is the Lady President who further represents the interests of the lady members - thus more than 30% representation.	Board to consider altering the Articles of Association to support a minimum of 30% representation of women on the Board. Promote the need for more women to stand for election at AGM through the website and social media.	Board have considered this proposal and, if agreed, will implement at appropriate time. More women members show an active interest in standing for election to the Board.
3 b	Promote a more inclusive culture	Senior men operate a very successful self-contained section which involves regular participation of large numbers in role-ups, and informal competitions. There is a Seniors Captain appointed annually by members of the section, and an associated organising committee.	Explore ways in which women could become better integrated with the Senior Section which at this time is male focussed, with regard to the roll ups and informal competitions. Explore ways in which women members could participate in the Swindlers competition and be involved in organisation. Encourage better integration	An inclusive Seniors Section is created for both men and women members with a single Captain and organising committee. Women members take a full part in the organising and participating in the Swindle

4	Maintain our SafeGolf accreditation and ensure policies and procedures remain up to date.	We are a SafeGolf accredited club with all required policies and procedures in place and our accreditation is signposted on our website. Our Safeguarding policy is published on the forward-facing element of our website and the policy clearly indicated who our Welfare is and how they can be contacted. We have a Director of Governance who is responsible for these policies and procedures and we comply with all Safe Golf requirements. In the promotion of a more inclusive culture, we shall initially change the name and format of the weekend to be more	Ensure all documentation is up to date and will be shared with local England Golf Club Support Officer. Policy will be reviewed annually, and our accreditation will remain current. A register will be kept of when the key policies and documentation need to be updated and when key members of staff and volunteers need to undertake relevant training	Safe Golf accreditation is maintained All required policies and documentation are up-to-date and shared with EG support officer.
4	To ensure we have a robust Equality, Diversity and Inclusion policy as	To be accredited in line with EG EDI policy	Establish the requirements for an effective EDI policy in line with EG Review current policies to see if they need amending /	New policies approved by 2024.
5	Appoint a designated Charter Champion and support		Appoint a charter champion and team utilising the role description provided. The champion will be responsible for the promotion, activation	Charter Champion in place, working actively to meet the objectives / commitments

network within the club who can assist with the promotion and reporting of the charter.		Support the Charter champion and create a sub committee comprising the membership and communication Director, PGA coach, representative from each of the Playing committees. They should seek advice from a cohort of the women's section. Set up a formal display of the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release.	The Charter Champion provides England Golf with an annual report on progress on commitments made
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