**The R&A Women in Golf Charter**

A commitment to a more inclusive culture within golf

We, FULNECK GC 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 Fulneck GC 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 Fulneck 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 Fulneck 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 Fulneck GC Plan to achieve this**

* To achieving and maintain a minimum of 10% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific.
* Deliver a minimum number of 3 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns.
* Formally promote inclusion to the wider community via the club website, social media accounts and local community groups.
* Promote a membership pathway, for women/girls and families to progress within the club
* Have designated Champions/Mentors within the club who can assist and support new participants and members.
* Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter. *(this is commitment 6&7 in the action plan)*

**Signed on Behalf of Fulneck GC:**

Club Manager/Secretary: Glen Roberts

Date: *19/1/21*

Charter Champion: *Mr Geoff Hunt*

Date: *19/1/21*

These objectives will be embedded into the club business plan and reviewed on an annual basis, to ensure that this inclusive commitment remains robust.

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|  | **Commitment**  | **Current Situation** | **How this will be achieved** | **Date/Progress/Targets/Comments** |
| 1 | To achieving and maintain a minimum of 10% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific. | We have no representation. This is not to say we do not encourage this but with only 18 Adult female members and 1 Junior female member the female members have in the past taken it in turn to have a representative on committee. We currently have 14 Committee members (Mr J. McLean, Mr M. Kilburn, Mr G. Roberts, Mr. G. Hunt, Mr R.Sales, Mr R. Wagner, Mr G.Dunn, Mr D. Connaleigh, Mr H. Reason, Mr. J. Robinson, Mr J. Drake, Mr S. Kilburn, Mr J. Pollard and Mr. I. Riley) but have space for 16, The committee is made up of 7 main officials that are elected Annually (President,Captain,2xVice Presidents, Vice Captain, Secretary and Treasurer) and 9 club members that are elected on 3 year terms. Each committee member then enrols in various sub committees as well (Greens, House, Finance, Handicaps, Health and safety). To be elected to main committee the person puts forward their name before the AGM takes place and is proposed and seconded by their peers and as a CASC club the members eligible to stand and vote are ALL full members both Male and Female. Also we have smaller sub committee groups outside of the main committee members for sections of the club (Ladies, Rabbits, 8 to 15’s, Scratch)  | Actively approach the female section and ask for nominations for election to the committee. By writing to all the female section to promote the elections and by using our social media (Facebook and Whatsapp groups). This has already seen an interest from one of the Ladies to take on a role within the Handicap sub committee in the last 2 weeks in Mrs Dianne Barton.  | Election of Committee takes place 31st January every year but due to delays in allowing us to hold our AGM we hope to have 1 woman recruited to the committee at the next AGM and will have engaged with ALL 18 current Adult Women members by this time encouraging them to take up roles within the sub committees at the minimum. We are hopeful that an AGM will be able to be held by the 1st April 2021. |
| 2 | Deliver a minimum number of 3 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns. | We have reduced membership fees for women and offer various tailormade packages for families on discussion. Our female membership is £425 compared to our full membership of £520 and this has been successful in recruiting but the recruitment has only replaced those older Ladies who have retired. | We will implement ‘taster sessions’ throughout the year through our professional. This will include:* *Meet and greet*
* *1 hour free group taster session*
* *Taster/ Lesson to be carried out on the course*
* *Will include current members to help/introduce*
* *Complimentary drink and lunch*
 | 3 times a year to be arranged by the professional at suitable times. Success will e measured on number of recruits and retainment at the end of the Subcription year |
| 3 | Formally promote inclusion to the wider community via the club website, social media accounts and local community groups. | We are a CASC Club and as such we are very active in the local community. We hold communal events and work with the local school with regards junior golf lessons. Our Website and social media are very active, where we have 645 followers on facebook and 675 followers on Twitter. These are made up of a variety of different areas, mainly the local community.  | We are working with the local school to create a Golf academy and with the local community to bring golf to the community. We have a very active social media which we promote everything to do with the club and golf as well as being part of local social media groups such as Bradford Golf Union and our community group Pudsey born and bred. We already have our President, Secretary and Professional DRB checked have committed to the SafeGolf scheme and are looking to complete accreditation as soon as possible. Imagary on our website is monitored and updated regularly to suit different promotions but does include female and junior members. | This is ongoing throughout the year. All activity will be recorded as and when they are carried out. Reports from our IT company will be given every 6 months and once measured tailored accordingly and will regularly (when needed but at least every 6 months) pay for extra ADS and promotions on social media and Google |
| 4 | Promote a membership pathway, for women/girls and families to progress within the club | We find that it is usually the parent/grandparent/Husband/Wife that bring their partners/children through the club. This is evident in our small membership of 120 overall including 19 families making up 41 of the total membership. | Promote different memberships including flexible membership with incentives to become an active member within the club. We have already seen an appetite for family members of our existing membership to take up this option.To bring mixed competitions to the club to allow families and partners to play together in competition as well as socially.  | Flexible membership has now been introduced as an option and is ongoing throughout the year. Fixtures for the coming season will be published on or before 1st April and will include mixed team competitions. Details will be available to the Champion. Our goal is to recruit 10 new members on a normal membership and 24 flexible members in the year from March 2021 to February 2022 with the aim to retain 50% of these year on year. |
| 5 | Have designated Champions/Mentors within the club who can assist and support new participants and members. | *We invite all new members and potential new members to play a round of golf with one or more of the committee and/or section leaders. This allows us to go through etiquette, course rules, Booking on procedure, Competitions, socialising, Club rules while enjoying a relaxed game.* | *The main committee will carry on with this approach but also ask each section to allocate a Mentor to new members that fall into their section.* | *Ongoing as and when new and potential members come forward.*  |
| 6 | 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  |
| 7 | 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 |