



The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Shipley 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 at Shipley 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 Shipley 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 within Shipley 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 Shipley GC plan to achieve this

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns.
2. Promote a membership pathway, for women/girls and families to progress within the club
3. Have designated Champions/Mentors within the club who can assist and support new participants and members.
4. To achieve and maintain female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific.
5. To meet England Golf's Terms of Affiliation.
6. Appoint a designated Charter Champion within the Club who can assist with promotion and reporting of the Charter.

Signed on Behalf of Shipley GC:

Malcolm Harding - President

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 |
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| 1a | <p>DELIVER TWO INITIATIVES ANNUALLY TARGETING WOMEN/GIRLS AND FAMILIES THAT ARE ALIGNED WITH KEY ENGLAND GOLF CAMPAIGNS:</p> <p>1) WOMEN ON PAR: Women on Par uses a variety of fun on course challenges to support beginners to get out onto the golf course. Instead of just focusing on counting shots, beginners will also learn the basic rules and etiquette of the game.</p> <p>Women on par - England Golf</p> | <p>Currently we have a Get into Golf women in golf. But nothing specific to have a dedicated fun support days. We offer a programme (which alters yearly depending on who is LC & LP that year).</p> <p>In 2023 we ran a 5 week course of Beginner lessons throughout July/August on a Saturday afternoon.</p> <p>In addition, our LP ran a Member/Non member event in April for Ladies to bring a guest to try golf.</p> | <p>Register and express our interest with EG to deliver a Women in Par Event for the 2024 Season. Using the marketing and tools that EG have.</p> <p>We plan to use various methods to attract women into the Club for the Women on Par campaign for 2024. We will do this by using our networking system within the ladies section. Asking our ladies to contact their daughters, grand daughters, nieces, etc and pass the marketing materials to them. We are looking to offer an evening of get into golf using the Women in Par and getting ladies to sign up for the 2024 season.</p> <p>I intend to contact the local Women in Business Organisation which my daughter in law is a member of and attend one of their networking events with the Women on Par marketing support that England Golf offer.</p> | <p>Beginning of 2024 season. We ideally would be looking to add at least 10 new female members in 2024 with the age demographic below 55.</p> <p>We would look to hold a year end event at the end of the season for the new lady members. Possible ideas include, :</p> <ol style="list-style-type: none"> 1. Matchplay event 2. Team event |

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| | | | We have set up a Brainstorming Team for the Women in Golf Charter where we intend to come up and develop further idea's going forward. | |
| 1b | <p>2) WOMENS GET INTO GOLF On 13th April 2024 we are running a Womens Get into Golf Day which is free. Which will flow into an introductory 3 month membership for £95. Extra coaching days, golf buddy etc.</p> | <p>We currently have 90 playing ladies, but only one below the age of 55.</p> <p>Category No. 3 Day - 3 Academy – 1 Bronze Senior - 1 Bronze Senior Plus - 1 Country - 1 Honorary Silver - 5 Junior Academy - 14 Silver - 60 Silver Senior - 17 Silver Senior Plus - 2 Social - 56 Staff Members - 7 Total – 168</p> <p>Total ladies for 2023 is 90. In 2017 there were 105.</p> | <p>We still need to offer an extra stepping stone to golf. Suggestion is that next year we run the sessions in March/April and offer a 'Summer Trial' This would be £95 and include use of the range, practice facilities and 18 Holes a week with a buddy, maybe even include some more group sessions once a month. The trial membership would run from May-September. We then follow up with similar sessions next March with the target of signing them up for the Academy Membership as a full year. Reduces pressure during the winter months on new golfers and creates a steady flow towards 'club golf'.</p> | <p>This will be reviewed yearly and idea's will be brainstormed.</p> <p>We have applied for Women on Par in 2024 and are awaiting response from EG.</p> <p>On-going throughout the 2024 season, begin marketing early 2024.</p> |
| 1c | <p>RUN 2 TO 3 GOLF COMPETITIONS WHERE ANY MEMBER</p> | <p>Currently, unless you purchase a Platinum membership this is not</p> | <p>Agree dates with both Captains. Our calendar for the 2024 season has been agreed with 2 dates for</p> | <p>2024 Season & ongoing review.</p> |

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| | OF THE CLUB (WHATEVER CATEGORY CAN SIGN UP ON BRS AND ENTER) ON BOTH SATURDAY'S & TUESDAY'S | possible. We do offer mixed team events on Sunday's but need to include this for Saturday's and Tuesday's occasionally to get into step with England Golf and their inclusive and equality ethos. | Tuesday's and Saturdays for any member to sign on has been included. We plan to hold a meeting with our CCSO and SGC board members to develop a more inclusive range of competitions and at the moment we are happy with moving at this pace. Utilise support that's available. | |
| 1d | TO INCREASE THE NUMBER OF JUNIOR GIRLS AND YOUNG WOMEN WHO PLAY AT THE CLUB | Key points to note is that there are no full junior members at the moment. 8-12 boys = 18 (1 full) 8-12 girls = 6 (0 full, all academy) 13-18 boys = 40 (31 "full") 13-18 girls = 6 (0 full, all academy) | Liaise with the local schools, Women in Business Organisations and via social media platforms to encourage younger girls and women. Market via some fun golf day events and supply equipment. | Aim to recruit three new girls/younger women into our junior section. GGR and/or Get into Golf Rookies is on the agenda for 2025. Our resources are fully utilised with the plans for 2024. |
| 2 | PROMOTE A MEMBERSHIP PATHWAY, FOR WOMEN/GIRLS AND FAMILIES TO PROGRESS WITHIN THE CLUB: | For 2023 we ran a 5-week course of Beginner lessons throughout July/August on a Saturday afternoon. This was after an attempt at the same course in May which had no take up. Jack has said he will look to run another block of sessions towards the end of September and repeat at the start of next season. Kathy H ran a Member/Non member event in April for | We still need to offer an extra stepping stone to golf. Suggestion is that next year we run the sessions in March/April and offer a 'Summer Trial' This would be £X and include use of the range, practice facilities and 18 Holes a week with a buddy, maybe even include some more group sessions once a month. The trial membership would run from May-September. We then follow up with similar sessions next March with the target of signing them up for the Academy Membership as a full year. Reduces pressure during the winter months on new golfers and creates a steady flow towards 'club golf'. | 2024 Season. We don't have any current set targets and as 2024 is our first year of putting together a full get into golf programme together we will be a "work in progress". We currently do not have a Family membership. Membership categories are voted for at the AGM, unfortunately to introduce this amendment in 2024 is too late as all the documents have gone out |

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| | | Ladies to bring a guest to try golf. | | to the members. It will be looked at again for the 2025 year. |
| 3 | HAVE DESIGNATED CHAMPIONS/MENTOR WITHIN THE CLUB WHO CAN ASSIST AND SUPPORT NEW PARTICIPANTS AND MEMBERS. | <p>Shipleigh Golf club currently have a buddy system. All new Women members are assigned an existing experienced golfer to assist with golf, membership of the club and to be a mentor.</p> <p>We have a document in our Policies and Procedures documenting the role of a buddy. Reviewed December 2023</p> | <p>The Lady President asks the women's section who would like to be a buddy and then willing ladies are assigned to the new member.</p> <p>We will write to the main board requesting that our current buddy programme is adopted by the club and available for all new members to take advantage of.</p> | <p>On-going yearly and reviewed at the beginning of each season.</p> <p>Request development of buddy process for 2025.</p> |
| 4 | ACHIEVE AND MAINTAIN REPRESENTATION OF THE BOARD OF DIRECTORS BY ACTIVELY PROMOTING THESE POSITIONS LINKED TO THE APPROPRIATE ROLE DESCRIPTORS THAT ARE NOT GENDER SPECIFIC | <p>Our Current board consists of 5 men and one woman.</p> <p>Re the board: we have 6 official voting positions:</p> <p>President Greens House Finance Development Captains Committee representative</p> | <p>Promoting the need for more women to stand for election at AGM in monthly club newsletters and impact they can achieve by sharing roles and responsibilities</p> <p>We will look to future proof our board and use England Golf Blueprint for Good Governance to make sure we don't stay still - https://www.englandgolf.org/wp-content/uploads/2019/10/England-Golf-Club-Governance-Guide-2.0.pdf and Governance pack to access these resources https://www.englandgolf.org/download/governance-pack-2019/</p> | <p>This will be an ongoing process over several years. Enlist the women's section to apply or be put forward for some of these roles. Ask the ladies committee to help over the next 2 years to promote membership to the board and enlist women members to put their names forward.</p> |

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| | | <p>All of these positions are non-Gender biased, both Captains are given an opportunity to attend the meetings with one shared vote. It varies how they decide to do this, this year they decided to alternate attending meetings. All positions are advertised to the membership, all members of appropriate categories (currently Gold,Silver,Bronze) are given a chance to put their names forward being supported/seconded by fellow members. These are then voted on at the AGM.</p> | | |
| <p>5</p> | <p>TO MEET ENGLAND GOLF'S TERMS OF AFFILIATION.</p> | <ul style="list-style-type: none"> a. To retain the SafeGolf accreditation – 27th July 2024. b. To gain the ED&I accreditation c. To ensure we have correct disciplinary procedures in place | <p>The management team at the club has approved all the policies and procedures and communicate them with the membership and displayed on the club website.</p> <p>Work with England Golf's CCSO to get the correct ED&I and Disciplinary policies in place and to submit the required evidence to be signed off as a club that meets EG's Terms of Affiliation.</p> | <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.</p> |

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| 6 | APPOINT A DESIGNATED CHARTER CHAMPION WITHIN THE CLUB WHO CAN ASSIST WITH THE PROMOTION AND REPORTING OF THE CHARTER | <p>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</p> | <p>Formally share progress and updates/changes to the charter with England Golf moving forward</p> | <p>To provide annual measures to help determine the impact of the charter</p> |
| | | <p>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.</p> | <p>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release</p> | <p>The charter Champion to provide England Golf with an annual report on progress on commitments made</p> |