

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Eastham Lodge Golf Club(ELGC) 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 Eastham Lodge 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 Eastham Lodge 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 Eastham Lodge 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 Eastham Lodge Golf Club plan to achieve this

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
2. Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
3. Promote a membership pathway, for women/girls and families to progress within the club
4. Have designated Champions/Mentors within the club who can assist and support new participants and members
5. To become a SafeGolf accredited club and ensure policies and procedures remain up to date
6. Strongly advocating more women and girls playing and working in golf
7. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

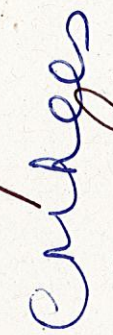
Signed on Behalf of ELGC:

Club Manager: Darren Chapman:
Date: 14th December 2021

Charter Champion: Christine Lees
Date: 14th December 2021

Charter Champion: Christine Royle

Signed: 

Signed: 

Signed: 

R&A

Date: 14th December 2021



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 Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns	Our PGA Professional offers junior coaching on weekends. Membership for juniors is free up to the age of 18 so all participants are members from the outset. Following coaching, juniors are introduced to the course with 11-hole competitions. Juniors are chaperoned by parents.	ELGC intend to sign up to the 'Girls Golf Rocks' programme in 2022 and run a 'Women on Par' event which will coincide with 'Women and Girls Golf Week' to allow for optimal engagement. Additionally, our Head Professional will be launching a series of 'Get into Golf' coaching opportunities, specifically aimed at women and girls. All of these opportunities will be promoted internally by club newsletters, noticeboards and the club website, and externally through our social media channels.	ELGC's GGR recruitment in 2022 will be supported by the links which the club has with 2 schools (1 primary and 1 secondary). As this will be the first year the club are running GGR, we will be aiming to sign-up 6 girls, with an optional second group if there is sufficient demand. From this, we would be looking to progress 50% of participants on to a follow-on coaching course or academy, and eventually into full membership as part of the club's pathway. This will be reviewed at the end of July 2022.
2 Formally promote inclusion to the wider community via the club website, social media accounts and local community groups	ELGC currently offers an inclusive membership package for both men and women with equal playing rights. This will continue to be the case.	There is a commitment from the management committee that as the number of women and girl members increases, so will the playing opportunities in the way of tee times.	This is an ongoing commitment and will be reviewed annually in line with membership numbers and changing board members at AGMs. There is no specific target here but an increase in membership, as detailed in commitment #3 will be monitored and reported.
3 Promote a membership pathway, for women/girls and families to progress within the club	ELGC members would begin their membership pathway by joining coaching opportunities available through the pro. From here, social golf options are available before women / girls make the decision to join as a full member.	1. Remove gender specific membership categories. 2. Promote a membership pathway for women to progress within the club by offering provisions through Women's Get into Golf. This would be factored in our average annual	As of November 2021, ELGC has 49 playing members across all women / girls' categories. By 2025, the club is targeting a playing membership of 70 women / girls. As an annual outlook, when factoring in our average annual



			Currently, ELGC has 520 playing members, of which, 49 are female. This equates to a 9.4% gender-split. 4. On Wednesdays and Sunday, women and girls are given the opportunity to meet other members and the Lady Captain as a way of integrating in to the membership.	2022: 55 2023: 60 2024: 65 2025: 70 This has been calculated based on a 30% retention from the 'Get into Golf' courses into academy membership and 20% into full membership					
4	Have designated Champions/Mentors within the club who can assist and support new participants and members	The club does not have a buddy system in place, and this has been the case for many years. This charter signifies the start of our commitment to growing women / girls golf and providing a consistent support / buddy system.	Utilising the buddy role descriptions provided by England Golf, ELGC will look to promote volunteer opportunities to all women / girl members with a view of building a strong network of buddies. ELGC will also make use of England Golf's 'Girl Heroes' e-learning platform.	This will be monitored throughout the year as membership numbers grow. Initially, ELGC have set a target to appoint 1 buddy for every 3 new members and this makes up a fourball. A future aim will be to have 1 buddy for every new member, but this will be subject to the availability and willingness of volunteers.					
5	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	a. Adopted the required club policies b. Appointed a Club Welfare Officer 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	The management team at the club has approved all the policies and procedures. All documentation is up to date and has been shared your local England Golf Club Support Officer. We expect to complete by 22nd December 2021. Our review date is 21st December (annually)	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					

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