

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We Seacroft 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 Seacroft 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 Seacroft 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 Seacroft 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 Seacroft GC plan to achieve this

1. To achieve 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
2. To become a Safe Golf accredited club and ensure policies and procedures remain up to date.
3. Intend to hold a Ladies Day Event to try and encourage more women to play golf.
4. Expanding the playing opportunities for women at the club
5. Look at equality for women at the club
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Seacroft GC:

Club Manager/Secretary: Susan Turner
Date: 19 July 2021

Signed: *Susan Turner*

Charter Champions: Susan Turner and Maisie Welbourn Signed *Susan Turner* *Maisie Welbourn*
Date: 19 July 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	To achieving and maintaining 30% female representation on our Board of Directors by actively promoting these positions.	There are currently nine directors on the Board of Directors, two of which are women,	We will actively advertise the positions when they become vacant and encourage women to take up the roles. We will look at being more proactive reaching out to suitable candidates, reviewing skill matrix to highlight to woman what we are looking for.	Reaching a 30% target could take another three years. We will actively encourage women to get involved.
2	To become a Safe Golf accredited club and ensure policies and procedures remain up to date.	We have adopted the policies. We have appointed a Welfare Officer. We have done DRB checks where needed. Robin Lawie is up to date with DRB and SPC. Stewart Brewer is on the PGA register.	The Board of Directors have approved all the policies and procedures. All documentation is currently up to date with England Golf.	We are keeping a register of when key policies and documentation need to be updated. And when key members of staff and volunteers need to undertake relevant training,
3	Intend to hold a Ladies Day Event to try and encourage more women to play golf.	We are planning an event for ladies to try and get some more girls and ladies interested in golf. We shall call it Golf and Prosecco.	We are planning for a day in Summer /Autumn to be booked and flyers sent out to offices in the area. Sign up for a Women On par event pack	Autumn 2021 is the target of getting at least eight new lady members from the day held with an extra four ladies joining as introductory members.
4	Expanding the playing opportunities for women at the club	Ladies' main day is on Wednesday with Tee times starting at 11am . Mixed gender competitions at played at weekends and on alternate week days .	Form a review group – invite Lady Captain or similar and find out the main sticking points and explain how progress is being hampered by inflexibility. Go to the board with findings – Board decides upon expansion of opportunities for women – competitions at the weekend, expanding the tee times on lady's main day and mixed competitions.	Target is to at least trial some competitions at the weekend and expand tee times for main day.
5	Look at equality for women at the club.	Club Captain and the Ladies section to create a more modern approach that shows respect to the women's section regardless of the numbers within it.	Think about renaming to Men's Club Captain and Women's Club Captain. Rename ladies section to women's section.	Target is to have this discussed at the Board meetings and changes agreed
6	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter	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

		<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>
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