

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, HAZEL GROVE 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 HAZEL GROVE 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 HAZEL GROVE 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.
- 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 HAZEL GROVE 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 HAZEL GROVE GC 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 maintain 20% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific
6. To achieve / maintain the SafeGolf accreditation to ensure a safe golfing environment for all.
7. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of HAZEL GROVE GC:

Club Manager: James Rowlands
Date: 28th October 2021

Signed: 

Charter Champion: Kay Allen
Date: 28th October 2021

Signed: 

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	<p>We currently run 2 beginner golf lesson courses through 'Get into Golf' for 6 women/girls per session. These courses are 5 weeks long.</p> <p>We ran the 'Girls Golf Rocks' initiative in 2017 but have not done so since.</p>	<p>We look to increase our women/girls 'Get into Golf' courses to 4 sessions annually to allow greater participation opportunities.</p> <p>From this point, we will introduce follow-on coaching opportunities to support with retention and sufficient progression pathway for new golfers as they move towards developing an interest in club membership.</p> <p>We would look to apply to run 'Girls Golf Rocks' in 2022 as we will have a coach specifically focusing on junior lessons.</p>	<p>Our target for the next 12 months is for 24 women/girls to have completed a beginner 'Get into Golf' coaching course.</p> <p>There is scope to add an additional 2 courses to potentially increase the total number of courses to 6, allowing for 36 participants. This would be based on demand and coach availability.</p> <p>Long term, we would look to continue with these courses annually, with women/girls progressing to follow-on courses when they are ready.</p> <p>Participation data will be captured over the next 4 years to monitor progress.</p>
2	Formally promote inclusion to the wider community via the club website, social media accounts and local community groups	<p>Hazel Grove GC currently promotes women / girls 'Get into Golf' courses via social media and the club website.</p> <p>The club do not currently engage with any local community groups.</p> <p>The club currently have a strong link with one local secondary school.</p>	<p>The club plan to link up with local women's community groups and girls' guides / brownies and schools to provide opportunities of taster lessons and follow-on coaching.</p> <p>Hazel Grove GC will continue to promote golfing opportunities via its social channels and website.</p>	<p>As a result of formally promoting inclusion, we would look to have increased the awareness of the club within the local community in the next 12 months.</p> <p>Additionally, Hazel Grove GC will have created a link with a local primary school, a girls' guides group and a women's community group.</p>

3	Promote a membership pathway, for women/girls and families to progress within the club	We used to have a pathway in place which has lapsed as a result of COVID-19 lockdowns and restrictions. Now, we offer an off-peak membership which has time restrictions, and is available for one year. The club have put together a new pathway which incorporates the aforementioned beginner coaching courses. This is detailed in the next box.	The club has put together a pathway which is as follows: <ol style="list-style-type: none"> 1. Beginner 'Get into Golf' coaching (details above) 2. 4-month membership consisting of bi-weekly group coaching, unlimited 9-hole golf rounds accompanied by one of the club's women / girls' buddies. 	As of November 2021, Hazel Grove GC has 70 playing members across all women / girls' categories. By 2025, the club is targeting a playing membership of over 100 women / girls. As an annual outlook, when factoring in our average annual attrition rate of 8%, this would look as follows. 2022: 77 2023: 85 2024: 94 2025: 104 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	Hazel Grove GC currently operates a women / girls' buddy scheme to help integrate new members into their respective section.	Hazel Grove GC currently has 6 women buddies who support new members with settling into the club, this is run by the club's Lady Vice-Captain. The club will be forming a small sub-committee to help and assist with the organising of the buddy system.	The number of buddies at the club will increase in line with membership. The club will target 1 new buddy for every 3 new members, as this would make up a fourball out on the course. This target will be reviewed every 12 months.
5	To maintain a 20% female representation on our Board of Directors by actively promoting these positions linked to	Following a restructure to our board (member's council) in 2018, we now have 5 voting members who look after the strategic management of the golf club.	Each board member at Hazel Grove GC holds a respective position for a 3-year term. Once this term is served, they have an option to reapply for a second term at the club AGM.	Hazel Grove GC aim to maintain a minimum of 1 female board member, and this will be reviewed annually at the club AGM.

	appropriate role descriptors that are not gender specific	The 5 board members consists of 4 men and 1 woman. This is equivalent to a 20% female representation.	The club will continue to promote board opportunities to the entire membership, irrespective of gender in order to provide sufficient opportunities to volunteer in golf.	
6	To achieve / maintain the SafeGolf accreditation to ensure a safe golfing environment for all.	Hazel Grove achieved the SafeGolf accreditation on 23 rd March 2021 by meeting all of the mandatory requirements.	<p>We will renew our accreditation annually to maintain a safe golfing environment for all and to allow us to continue offering coaching opportunities.</p> <p>This will be achieved by reviewing our policies and personnel register to ensure that everything remains in date and engaging with our England Golf Club Support Officer.</p>	<p>Our SafeGolf accreditation renewal is on 23rd March.</p> <p>Hazel Grove GC will maintain the SafeGolf accreditation by renewing prior to this date annually.</p>
7	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
		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