

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, The Ashley Wood 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 The Ashley Wood 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 The Ashley Wood 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 The Ashley Wood 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 The Ashley Wood 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 girls and families to progress within the club
3. To maintain and develop existing support for new lady members joining Ashley Wood.
4. To maintain or increase female representation on our committees and Board of Directors.
5. To maintain The Ashley Wood as a Safe Golf accredited club.
6. To continue with 'open to all' Medals and Stablefords during the summer months.
7. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of The Ashley Wood GC:

General Manager:
Date:

Signed:

Charter Champion:
Date:

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	To deliver a minimum number of two initiatives targeting women, girls and families	Our club currently: Is developing a junior section run by the assistant pro and assisted by a member of the ladies committee.	To further develop the junior section. At present one of our professionals with the help of a lady committee member have created a plan for the development of a Junior Academy. Talk to non golfing parents to encourage their participation. Parent members of the club have free junior membership for their children. Professional to run a course for beginner ladies in spring 2022	Increased number of juniors taking up membership. Increase in number of families joining AWGC. Ladies returning after initial sessions to build on newly acquired skills.
2	To promote pathway from junior club membership to junior county golf	Our club currently: Has two female junior members (one an away member) who play at junior county level. There are also 2 girls on the waiting list for membership.	To develop young players through the junior section and use the expertise of our lady member, who is heavily involved in county golf, to highlight the pathway to junior county golf.	This is a long term strategy and will develop over a number of years. Target – greater numbers of juniors from Ashley Wood, of any gender, following the pathway from the academy into junior county golf.
3	To maintain and develop existing support for new lady members joining Ashley Wood.	Our club currently: Encourages all lady members who play with a new member to explain how the club works, introduce the new member to other members in a social setting following the game.	A WhatsApp group was established over lockdown and has continued. All new lady members are invited to join and use the group to learn more information about the club, find partners for a game: whether competition or for a social round. To promote a coffee morning and 9 holes for new ladies to meet and play informally New ladies to be canvassed for their experiences in the first year.	Findings from feedback to establish further ways of assisting integration of new members.
4	To maintain or increase current female representation on committees and the board.	Our club currently: Has 2 lady members on the board, one of whom is the current Club President. There are ladies on the – Golf Committee; Greens Committee; Chair of Clubhouse working party.	Ladies to be encouraged to nominate replacement candidates for the committees and board as vacancies arise. Encourage attendance at club AGM to vote for nominees standing for board membership.	Ladies recruited to committee and board role when current term ends.

5	To maintain Ashley Wood as a Safe Golf accredited club.	Our club currently: Has all Safe Golf accreditation up to date. All relevant club personnel are DBS checked. PGA Professionals are included on the PGA Safe Golf Coaches Register	Maintain the current high standards of welfare concern for all members. Ensure all safeguarding accreditation kept up to date.	Ensure policies are updated and staff training continues as at the present.
6	To continue with 'open to all' medals and stablefords during the summer months	Wednesdays, Fridays Saturdays and Sundays – competitions are open to everyone. Friday's competition, in the summer months, is a yellow tee stableford – ie gender neutral tee with ladies shots adjusted.	Continue with open to all competitions with the ladies committee taking the lead in encouraging lady members to take part in these competitions.	Professional to feedback on numbers of ladies entering these competitions.
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