

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Bellingham Golf Club, 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 Bellingham 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 Bellingham 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 Bellingham 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 Bellingham Golf Club Plan to achieve this**

- To establish a programme of introduction to golf days throughout Spring/Summer 2021.
- To promote inclusion to the wider community via the club website, social media accounts and local community groups.
- To achieve and maintain 30% female representation on our General Committee.
- To appoint a designated Champions/Mentors within the club who can assist and support new participants and members.
- To become a SafeGolf accredited club and ensure policies and procedures remain up to date.

### **Signed on Behalf of Bellingham Golf Club:**

Club Secretary: **Hugh Thompson**  
Date:

Signed:

Charter Champion: **Rachel Batchelor**  
Date:

Signed:

These objectives will be embedded into the club business 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 establish a programme of introduction to golf days throughout Spring/Summer 2021	At present we have 36 lady members. We had made plans for 2020 to promote taster sessions but were unable to proceed due to Covid lockdown, however in previous years we offered a Cafe Golf membership where ladies could meet up weekly to enjoy a golf lesson and a coffee and cake afterwards. During Covid we like many other clubs did attract 7 new lady members, 3 of which were totally new to golf.	Promote taster sessions via posters in local area together with social media and website. Establish a new membership category – “introduction to golf” for a period of months at a reduced rate. One idea would be to encourage our existing ladies to bring along a friend who they think may be interested in seeing what we as golfers love so much, our ladies who are new to golf would be great at this as they are so full of enthusiasm having recently obtained their handicaps and have started playing in competitions.	Spring 2021 going forward. Target - to continue to encourage our new ladies and hope to get at between 2-3 new ladies to join us. We are known in the golfing community as a very friendly and welcoming club we need to use that reputation to encourage interest in joining us.
2	Promote inclusion to the wider community via the club website, social media accounts and local community groups	Our existing website is in need of an upgrade and we are unsure of the level of interest in it. We do actively promote the activities of the club on Facebook, Instagram and Twitter and have a large number of followers who regularly respond to posts /tweets that have been made.	Bellingham Golf Club is in the process of commissioning a web design company to produce a new website which will promote our new initiatives to get women, girls and families into golf. We will continue to actively promote the club and activities on Facebook, Instagram and Twitter. We are confident that England Golf will assist in providing gallery photographs to promote in a fun way golf for newcomers.	Winter 2020 – new website should be up and running. Targets – see number of “hits” on pages promoting taster sessions. We would hope this would generate a positive response for taster sessions. When people sign up we will enquire as to how they became aware of the programme.
3	Achieving and maintain 30% female representation on our General Committee	At present we have a General Committee made up of 8 gentlemen and 2 ladies which equates to 20% female representation.	The Ladies section Hon Secretary is very keen to join the General Committee. She will be put forward for nomination at the AGM in February 2021. She has been a keen member for many years and recently retired so is able to offer more time to Bellingham Golf Club. She is very keen to promote the ladies section especially having seen the way the new ladies have been made so welcome by all members over recent months.	AGM is in February 2021 and nominations will be made prior to that date in the standard way.

4	To appoint a designated Champions/Mentors within the club who can assist and support new participants and members	In recent times the Ladies' Captain has taken on the task of promoting golf to new ladies. With the Covid problems this year we have established many ways of communicating with one another. In the past competition posters were displayed in the locker room. Now posters are sent via a WhatsApp information page to all ladies, entries are collected for competitions and a computerised draw completed. This has resulted in many more entries than in recent years and a greater feeling of belonging has resulted. As a Club we have made competitions more inclusive by promoted entries in mixed competitions in 2020 and hold 2 mixed opens, 5 individual mixed competitions, 2 mixed texas scrambles and 2 mixed pairs competitions.	The Ladies section of the club will continue to encourage and support new ladies members as well as our existing ladies, we have, especially at the start of lockdown, held Zoom Coffee Mornings and weekly online quizzes again in an effort to make everyone feel included. Our wish is to make Bellingham Golf Club the club that people want to join and become part of "the family" The gentlemen members of the General Committee will be encouraged to assist in the "introduction to golf" days. There are also other members who will be asked to help at these events. Our Safeguarding Officer would be responsible for overseeing that all is done to acceptable SafeGolf accredited club standards.	Ladies' Captain to be appointed immediately as the Women in Golf Charter Champion to oversee the commitments made here. The General Committee will also be involved in seeing that commitments are met.
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. Any PGA Professional(s) asked to provide lessons are included on PGA SafeGolf Coaches Register	The General Committee at the club has approved all the policies and procedures. All documentation is up to date on the England Golf portal and notify our local England Golf Club Support Officer. We expect to complete by 31 <sup>st</sup> December 2020 Our annual review date is 31 <sup>st</sup> December	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
6	Impact measures	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

7	Promotion 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
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