

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, WATERSTOCK 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 WATERSTOCK 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 WATERSTOCK 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 WATERSTOCK 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 WATERSTOCK GOLF CLUB plan to achieve this

1. Promote a membership pathway, for women/girls to progress within the club.
2. Promotion of the charter by formally displaying the charter commitments internally and externally – noticeboards, website, social media, membership packs and the England Golf press release.
3. To ensure SafeGolf accreditation remains up to date with policies and procedures updated.

4. Run some female specific coaching sessions targeting new and returning female golfers to provide an opportunity for women/girls to get into or get back into the game.
5. Run women specific 9 hole friendly events to encourage new women golfers to join as member.
6. Appoint a Charter Committee.

Signed on Behalf of WATERSTOCK GOLF CLUB:

Club Secretary: Chris Collinson Signed: Date: 18th July 2023

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	Promote a membership pathway, for women/girls to progress within the club.	We offer 9 or 18 hole visitors green fees and various membership options 5 or 7 day plus cadet and junior options.	Promote membership pathways on our website(www.waterstockgolf.co.uk), noticeboards, word of mouth and social media feeds(Facebook and Instagram).	By the end of 2023, we want to increase the uptake of green fees and membership by women by 10%. Currently 10. Increase to 11.
2	Appoint a Charter Committee.	None.	To appoint a charter committee utilising the role description provided. The Committee will be responsible for the promotion, activation and reporting on the progress of the charter. Charter not currently in place but membership will be advised it is imminent. The club will formally display the charter commitments internally and externally – noticeboards, website(www.waterstockgolf.co.uk) , social media feeds(Facebook and Instagram), membership packs and utilise the England Golf press release.	The charter committee to provide England Golf with an annual report on progress on commitments made AGM reviews to change charter goals accordingly.

3	To maintain SafeGolf accreditation and ensure policies and procedures remain up to date.	<ul style="list-style-type: none"> 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 Coaches Register 	The management team at the club has approved all the policies and procedures. All documentation is up to date.	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
4	Run some female specific coaching sessions targeting new and returning female golfers to provide an opportunity for women/girls to get into or get back into the game.	We have run female specific coaching sessions every Thursday at 11.30am at £10.00/hr for the last 25 years. 8 to 10 current participants weekly and 2 that have transitioned into membership or regular players in the last 5 years.	Promote the sessions using the club website (www.waterstockgolf.co.uk), Facebook and Instagram, word of mouth.	To continue to attract and improve female golfers. Target of 1 golfer to transition into membership/regular player.

5	Run 9 hole golf event designed to attract new women members.	We have run female specific 9 hole events 6 times per year at 5.00pm on the last Friday of every Month April to September with a visitor reduced green fee followed by supper. This is attended by most of the current women members and an average of 4 visitors for the last 25 years. 12 new members have joined over the last 25 years.	Promote the sessions using the club website (www.waterstockgolf.co.uk), Facebook and Instagram, word of mouth.	To continue to attract members and new female golfers to attend these events. Target of 1 golfer to transition into membership every 2 years.
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