

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	No official programme.  Coaching for members only and some who have contacted the Pro directly	To run a pathway into golf programme for ladies – Golf Access initiative  To run twilight social sessions e.g. Prosecco and putting, 9 hole social sessions - Women on Par initiative	Launch programme at the beginning of May 2022  We would like to gain a minimum of 6 participants per session
2	To have a minimum of 2 gender neutral club competitions in the competitions calendar.	Autumn Trophy and Professional's day are gender neutral.  Traditional mixed competitions are on offer	Competitions to be accessible to all and promoted to the whole membership.  To be offered in a range of formats including individual and team events.  Utilise the mixed tee calculator resource from EG and use the handicapping software at the club to set up the events.	Set a date in the 2022 diary – Liaise with Golf Ops and Junior Organiser. To be agreed at committee.  Possibly to work towards a greater number in the future.
3	Formally promote inclusion to the wider community via the club website, social media accounts and local community groups	External communication is limited to local newspaper.  Limited social media presence.  Website is up to date but needs refreshing.	Designated Facebook co-ordinator -Dee Hughes  Promote Women in Golf Charter on the website and social media – Facebook and Instagram	Two posts to promote and one after event review – on average three per month.  Aim to take photos/videos at club events to create content
4	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	Currently the Lady Captain and Lady Vice Captain are members of the Club Management Committee.  2 women in 9 places = 22% - none are Directors.  Percentage female to male membership approx. 14%	Maintain these minimum ratios.  Ensure non-directors have voting rights.  Ensure board roles are not considered gender specific and actively encourage women to apply.  To ensure management committee support.	The standard set by Sport England for female representation at board level is 30%. 1. Ensure non-directors have voting rights 2. To increase the female representation by 1 by end of 2023

5	<p>Have designated Charter Champions and Mentors within the club who can assist and support new participants and members and assist with promotion of the charter</p>	<p>Currently no official system within the Ladies section</p>	<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>Run an England Golf Buddy Workshop on-line to help recruit volunteer Buddies within the Ladies Section for new participants using EG resources and individuals to deliver the workshop.</p> <p>Develop a new to golf welcome pack. Put a formal process in place for new members for integrating New participants – plan for taking them through a pathway to membership</p> <p>To appoint two ladies to promote the Charter and recruit more buddies.</p>	<p>To have appointed a Charter Champion by the end of April 2022</p> <p>To have run the Buddy workshop by the end of April 2022</p> <p><b>To aspire to four new full members</b></p>
6	<p>Maintain the club's Safegolf accreditation</p>	<p>We currently have in place a Child Protection Policy and a Vulnerable Adults Club Safeguarding Policy. We have a designated Welfare Officer who has attended the necessary training.</p>	<p>Work with our CSO to maintain the Safegolf accreditation.</p> <p>Work with our England Golf Club Support Officer to maintain the SafeGolf accreditation. A Club Welfare Officer will adhere to the role descriptor provided to ensure all aspects of the accreditation are implemented at the Golf Club. Any relevant information will be shared with staff, members, volunteers, and visitors.</p>	<p>Update our SafeGolf accreditation annually. To be completed and signed off by member of the Board and our Club Welfare Officer.</p> <p>Ensure the personnel register is up to date (DBS checks and SPC workshops expire every 3 years)</p> <p>Our Safegolf renewal date is 17.3.23</p>