

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Clayton 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 Clayton 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 Clayton 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 Clayton 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 Clayton Golf Club plan to achieve this

1. Deliver a minimum of two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
2. To become a SafeGolf accredited Club and ensure policies and procedures remain up to date
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 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
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Clayton Golf Club:

Secretary: David Wring
Date: 18/12/2020

Charter Champion: Stephanie Tosh
Date: 18/12/2020

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 a minimum number of two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns.	We currently hold 3 mixed golf competitions, family social events and one main charity day per year.	We plan to maintain the current initiatives and where possible and increase the family social events. Also add an open day for any new ladies and juniors who have never tried the sport before to visit the club. We will inform the wider community via Social Media posts, the Club Members, and posters within the Community.	Target is to maintain the current programme and add the additional events within 2021 and increase women's participation in all events COVID-19 restrictions permitting. Success of this commitment would be an increase of 2 or more ladies or juniors to the membership.
2	To become a SafeGolf accredited Club and ensure policies and procedures remain up to date	We currently have our Club Constitution but no welfare Officer who is DBS checked.	We are actively looking for a DBS checked Welfare Officer and are currently in discussions to make an appointment. We are also reviewing our Club Constitution to incorporate all the necessary policies. Once appointed this information will be made available on our website and added to the policies.	To have a DBS Checked Welfare Officer appointed by 31/3/2021 and the Constitution to be amended by the end of 2021. Also ensuring that the personnel register is reviewed every 6 months.
3	Promote a membership pathway, for women/girls and families to progress within the club	Currently as of November 2020 we have 9 Women and 1 girl within the Ladies & Junior section. We have in the past offered a promotional reduced membership fee to increase numbers.	Promotion of the Club to the wider Community through Social Media, Family events and an Open Day. We would look at creating a pathway that would begin initially with a meet and greet to introduce the club and our facilities. This can be done on a one-to-one basis or as part of an Open Day. If the person then decides to join the Ladies section a mentor would be appointed, and the welcome pack reviewed to ensure all details & contacts are available.	Target is to increase the Ladies Section Membership by the end of 2021. Our target is to add 2 new lady members.
4	Have designated Champions/Mentors within the club who can assist and support new participants and members	We currently have no official mentors or coaching qualified members within the Ladies section. We do have a Ladies WhatsApp group to keep the Ladies section connected.	We will ensure that any new lady member has access to the WhatsApp group for any questions or advice. We will look at creating mentors from within the Ladies section. We will produce a formal welcome pack for the Ladies section.	To have a minimum of 1 Mentor and a Welcome Pack for the Ladies Section by the end of 2021
5	To achieving and maintain 30% female representation on our Board of Directors by actively promoting these	Currently we have 12 Members which form the Committee, 3 of which are Female which is 25%.	This may increase as the Ladies membership increases and anyone expresses an interest in any of the Committee posts available. Committee places may have to be reviewed in line with any Constitution changes.	Increase awareness of Committee posts to the Ladies Membership through the Welcome Pack and the WhatsApp Group by the end of 2021. Currently all Members are e-mailed with any

	positions linked to appropriate role descriptors that are not gender specific.		These changes may increase the %, but currently 30% of the Ladies Section are represented.	committee position available. The successful applicant is then proposed and seconded as part of the AGM.
6	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter	We currently have no designated Charter Champion within Clayton Golf Club. Promotion of the Ladies Section is combined with any promotional work of the Club as a whole.	Stephanie Tosh has been appointed as Charter Champion November 2020. The Club will; formalise the Charter Commitments and ensure that these are available on our website, within the Ladies Welcome Pack and on notice board within the Golf Club and the Ladies locker room by June 2021 COVID-19 Restrictions permitting. Any documentation and press releases by England golf will also be utilised.	Stephanie Tosh to provide England Golf with an annual report on progress on commitments made. Make the Committee aware of the new Appointment and Club commitments at the next full Committee Meeting – COVID-19 allowing.