

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Kings Hill 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 Kings Hill 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 Kings Hill 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 Kings Hill 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 Kings Hill GC Plan to achieve this

1. Maintain equal access for men and women
2. Maintain our safe golf accreditation
3. Maintain our Women's membership percentage so that it meets or exceeds the Kent Golf County average.
4. Promotion of a clear pathway, for women/girls within the coaching programme into club membership
5. Promotion within the club of blue tees which are for women and men and move towards Gender Neutral tees
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Kings Hill GC:

Club Manager: Melanie Drake
Date:

Signed:

Charter Champion: Jamie Barrow
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	Maintain equal access for men and women	Tee sheet is accessible to all at all times. Men's/women's Competitions are given equal opportunity	Ensure that men's/women's competitions continue to be given equal opportunity. Encourage membership committees to review competitions for mixed competition opportunities to be pursued	Ongoing
2	Maintain our safe golf accreditation	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 on the England Golf portal and notify our local England Golf Club Support Officer. Completed 4/3/21 Our annual review date is 3/3/22	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
3	Increase women's membership to 20% over 5 years	Currently have a women's membership of 17% this includes 14 girls	Promote the pathway to the membership as detailed below	Ideally 5 new women/girls per year to join membership.
4	Promotion of a clear pathway, for women/girls within the coaching programme into club membership	Currently the club have an extensive coaching and academy focusing on women and girl coaching. This is not fully promoted within the club or in the wider community. Promotion is currently word of mouth.	This will be promoted by the Club and Growing Golf Coaching via social media, website and utilise our Porche membership and links to David Lloyds. Linking into the Ladies Section for support in bringing women & girls from coaching/academy into full membership by buddying.	Promotions to be launched by the Spring 2022 and progress to be monitored
5	Promotion within the club of blue tees which are for women and men and move towards Gender Neutral tees	No promotion currently in place.	Advertise within the club via physical noticeboards and email to members. All tee scorecards to be available in the pro-shop	Advertisements to be launched by the Spring 2022 and progress to be monitored
6	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

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