

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Cherwell Edge 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 Cherwell Edge 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 Cherwell Edge 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 Cherwell Edge 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 Cherwell Edge GC Plan to achieve this

- To become a SafeGolf accredited Club and ensure policies and procedures remain up to date
- To increase our ladies section membership by one fifth.
- To have at least one lady on the club's main competitions committee
- An increase in couples and family memberships.
- Continue to look to employ people on an equal opportunities' basis
- Have designated Champions/Mentors within the club who can assist and support new participants and members
- Appoint designated Charter Champions within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Cherwell Edge GC:

Club General Manager: Jason Roberts-Newman

Signed:
Date: 19/11/20

Charter Champions: Mrs. Pat Hallam /
Mr. Jason Roberts-Newman

Signed:
Signed:
Date: 19/11/20

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 become a SafeGolf accredited Club with Equality and Diversity policies and procedures in place and up to date	Adopted the SafeGolf Safeguarding policy and England Golf Safeguarding Adults policy and communicate this to our members, visitors, staff and volunteers. A Club Welfare Officer is to be appointed with the relevant Qualifications and training.	The Proprietors of the Club have approved all policies and procedures. All documentation is up to date on the SafeGolf portal and notify our local England Golf Support Officer.	Keep a register of when the key policies and documentation need to be updated and when key members of staff and volunteers need to undertake relevant training.
2	To increase our ladies section membership by one fifth.	We have 21 female club members as of 19/11/2020	Encourage ladies to take control of their section by re-establishing their committee. Starter ladies and girls group coaching sessions to run In March, June, August 2021, 4 one hour session once a week for 4 weeks. 5-10 ladies in each series of sessions More weekend competitions for ladies and girls	To have made progress on membership numbers by membership renewal 1st April 2022. Target of 6 new lady members by 1/4/2022.
3	To have at least one lady on the club's main competitions committee	Ladies section does not have a Committee, through lack of volunteers and thus does not have a representative on the main committee	Encourage ladies to take control of their section by restabilising their committee	To achieve one lady on the club's main competitions committee by 1st April 2022
4	An increase in couples and family memberships.	We have 11 free junior members at present on the adult/junior scheme. Five couples are members of the club	An offer of a free junior under 14 years of age membership for persons joining with any full adult family member. Family discount on range on a Sunday afternoon 2 for 1 Family Range Membership: to be introduced March 2021 Loyalty card and Family group tuition offers to commence in summer 2021	The aim is to increase the number on couples within the membership to 8 and have juniors on the free membership scheme totalling 20 by December 2021. A target of 6 Family Range Memberships is in place.
5	Continue to look to employ people on an equal opportunities' basis	We have female and male staff at all levels of the business.	When appropriate advertise positions in a way to make clear that vacancies are open to both genders	Continuation of club policy
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	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

		our club to determine the impact of the charter		
7	Promotion of the charter	To appoint charter champions 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