

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Cherwell Edge GC (CEGC) 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

- Remain a SafeGolf accredited Club and ensure policies and procedures remain up to date
- To increase our ladies section membership by one fifth.
- Continue to have at least one lady on the club's main competitions committee
- Continue to increase couples and adult/junior 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: Jason Robert-Newman

Date: 12.3.25

Charter Champions: Mrs Anne Moffitt
Mr. Jason Roberts-Newman

Signed: Anne Moffitt

Signed: Jason Roberts-Newman

Date: 12.3.25

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 remain 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 has been 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 (Club General Manager & Club Secretary) Phil Hassell is Club Welfare Officer for CEGC (2024/2025)
2	To increase our ladies section membership by one fifth.	We have 23 female club members as of 15/12/24 This comprises of 21 Ladies & 2 Junior Girls	Club Open Day scheduled March 2025 for Ladies, Juniors and Men for both established players and those who are new to golf supported by our PGA Professionals and Community Golf Instructor. Potential for more later in the year. Group golf lessons by our PGA Professionals.	To aim to have made progress on Ladies/Girls membership numbers by 1/6/2025 Target of 4 new Lady/Girl members by 1/6/2025
3	To have at least one lady on the club's main competitions committee	2 representatives from the Ladies Committee currently on Club Committee	Encourage ladies to control and manage their own section by participating & supporting the Ladies committee.	To continue to have 2 Lady representatives on the Club Committee - ongoing
4	An increase in Couples and Junior memberships	We have free junior members at present on the adult/junior scheme. 13 couples are members of the club	An offer of a free junior under 13 years of age membership for persons joining with any full adult family member. Family discount on range on a Sunday afternoon 2 for 1 Taster sessions for Ladies & Girls – 2025	The aim is to increase the number of couples within the membership and the numbers of juniors on the free membership scheme throughout 2025
5	Continue 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 – Club General Manager

Date: Feb 2025

For Review: Feb 2026

ME/AM/JRN

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 our club to determine the impact of the charter	Formally share progress and updates/changes to the charter with England Golf	Using club data systems provide annual reports to help 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 and social media	The Charter Champion is to provide England Golf with a report on the progress of commitments made as requested.