

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, MYTTON FOLD 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 MYTTON FOLD 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 MYTTON FOLD 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 MYTTON FOLD 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 MYTTON FOLD GOLF CLUB GC Plan to achieve this

- To maintain 30% female representation on our Members committee by actively promoting these positions linked to appropriate role descriptors that are not gender specific
- Deliver a minimum number of 2 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
- Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
- Making the course more accessible to new golfers and those of greater years who struggle with the severity of some holes.
- Promote a membership pathway, for women/girls and families to progress within the club
- To promote competitive golf with members who have time constants on them
- To encourage junior girls to start playing golf
- Have designated Champions/Mentors within the club who can assist and support new participants and members

Signed on Behalf of MYTTON FOLD GOLF CLUB:

Club Manager/Secretary: Carole Maher
Date: 12/11/2020

Signed:

Charter Champion: Ruth Donald
Date: 12/11/20

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	To maintain inclusion of women on the general committee	Currently we have 30% female representation on the 16 person member committee. All members of this committee have a vote on decisions made.	Actively promote these positions available linked to appropriate role descriptions that are non-gender specific if positions come up. When vacant position come about they are advertised on the club notice board and on the weekly newsletter before the November AGM.	Continue as we are reviewing yearly before and after the annual November AGM.
2	Deliver a minimum number of 2 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns	We are already delivering Get into Golf taster sessions twice a year where a small group have an hour session for 4 weeks. Fun competitions involving non golfers are also run twice a year and we look to continue these going forward.	Taster session are advertised on website and social media. Instruction is given by PGA qualified instructor in small groups. Equipment and balls provided. Existing members bring a friend to take part in fun competitions this is advertised on the weekly newsletter.	A delivery plan will be put into place at the start of the year and delivered during the season. Success of these schemes is not only measured in membership up take at the club, but also at other clubs. Our target is 10% into membership or continued golf.
3	Formally promote inclusion to the wider community via the Club website, Social media accounts and local community.	Ladies & Girls activities and successes are promoted across our website and social media accounts. These are shared in local Facebook communities and to local press and magazines where applicable.	Ladies and Girls initiatives will be advertised on our website and across our social media platforms. Promote ladies and girls inclusion on the relevant sections of the website. Ask how they heard of us on the membership application form and on the taster session review forms.	Website is continually reviewed and updated as new initiatives are being advertised. We currently have 517 followers on Facebook, 224 on Twitter and 128 on instagram, we hope to grow these by 20-25% over the next 2 years.
4	Making the course more accessible to new golfers and those of greater years who struggle with the severity of some holes.	Main tees for competitions (White, Yellow and Red) and a shorter 9 hole Blue tee for use of juniors, new golfers and those of greater years who struggle with the severity of some holes	Continue to provide a shorter 9 hole course Blue course card available in golf shop. Social fun nights played on this course communicated to members by the Whatsapp group for ladies and weekly newsletter.	Continue to provide and monitor the length and suitability of the shorter Blue course. This won't be officially measured as it will not be used for competitions, just general play. Social fun nights played on this course
5	Promote a pathway for women and girls to become integrated as members of the club	Casual membership offers a great way into golf for beginners and lapsed golfers. Mentoring scheme for new member to start 2021	Match up new members with specifically selected existing members to show them round for the mentoring scheme. A whatsapp group runs for the ladies to arrange games and new members can join if they want.	Mentoring starts 2021 after covid restrictions have ended. Introduce a trial membership for 3 months with full playing rights to get a feel for the club. Our target is to get 3 new lady members.

6	To promote competitive golf with members who have time constraints on them	9 holes stableford competition every Thursday all year round. Open to all members with up to 60% of the lady members playing in it at some point of the year.	Tee times available early morning, all day and evening for all members who work. Ladies arrange games through the whatsapp group. The competition is advertised on the club notice board and in the weekly newsletter and the results are displayed on both.	Continue with the weekly competition Our target is to get 80% of the ladies playing in it.
7	To provide junior sessions for girls	12 junior members had 3 30minute lessons during the school summer holidays. Small groups of children with similar ability between the ages of 8-15yrs and of these 25% were girls.	Members children and grandchildren joined in the PGA lessons held every other week followed by a 6 hole competition. As a club we are working towards the safe golf with appointment of CWO and our intention is to finish this by the end of Feb 2021. The CWO attended the first session to introduce herself together with Lady Captain. CWO information and photo are displayed on the junior noticeboard.	To get more girls involved in golf by targeting local schools to inform the children and parents about the summer session. Our target is to get 3 girls joining by the end the 2021
8	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 moving forward	To provide annual measures to help determine the impact of the charter
9	Promotion 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