



# Lingdale Golf Club

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Lingdale 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 Lingdale 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 Lingdale 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 Lingdale 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 Lingdale Golf Club plan to achieve this**

1. Promote and improve awareness of our strong ladies' section and their successes.
2. Develop the buddy scheme within the Club and ensure that people are there to link up with any new members and ensure they are welcomed appropriately into the Club.
3. Ensure that we become a SafeGolf accredited Club and then ensure that all of our policies and procedures remain correct and up to date.
4. Promotion of the R&A Women in Golf Charter and the measures which we are taking to achieve it.
5. Appoint a designated Charter Champion within the Club who can assist with the promotion and reporting of the Charter.

### **Signed on Behalf of Lingdale Golf Club:**

Club Manager/Secretary/ Chairman:  
Date:

Signed:

Charter Champion:  
Date:

Signed:

	<b>Commitment</b>	<b>Current Situation</b>	<b>How this will be achieved</b>	<b>Date/Progress/Targets/Comments</b>
<b>1</b>	Promote and improve awareness of our strong ladies' section and their successes.	We have a strong ladies section who run numerous competitions and compete in County events. Whilst this is communicated to the membership, it could perhaps be done on a greater level.	<ul style="list-style-type: none"> <li>a) Individual ladies' corner in the weekly newsletter. This can feature news and competition results.</li> <li>b) Ladies section on the website, regular blog from the Ladies Committee and/or Ladies Captain.</li> <li>c) Promotion of ladies successes via our social media channels.</li> </ul>	<p>This will be monitored by reviewing the viewing figures for our Ladies Section on the website and the opening of the Newsletter.</p> <p>Review the Club social media posts and understand how the likes for the Club posts and Ladies posts link.</p> <p>The last three Club posts had an average of thirty-one likes with the last three ladies' posts having an average of eleven likes.</p> <p>Work should be completed to help the ladies social media posts achieve a similar level to the Club post.</p>
<b>2</b>	Retain our level of Ladies membership by developing the buddy scheme within the Club. Ensure that people are there to link up with any new members and ensure they are welcomed appropriately into the Club.	<p>We currently have 96 lady members.</p> <p>We have a member of the Ladies Committee who contacts all new members at the time they join. They also receive a welcome pack and are invited to join the Ladies Whatsapp group used to arrange the Ladies Roll Up.</p>	<ul style="list-style-type: none"> <li>a) Look into the Buddy Training scheme hosted by England Golf.</li> <li>b) Define the requirements and what we expect from our Committee member acting as a Buddy to ensure she deals with all new members appropriately.</li> <li>c) Organise a new members/welcome evening session for any new joining members.</li> </ul>	<p>The Ladies section have agreed that Sue Rossiter will take the lead role in the new member Buddy Scheme at Lingdale Golf Club. She will be assisted by Helen McVeigh and Paula Bennett in this role.</p> <p>Sue, Helen and Paula will be asked to undertake appropriate training and a suitable role description will be produced.</p> <p>Rather than hosting a limited number of new members/welcome evening sessions, the Ladies section will deal with each new member individually and follow the outlined Buddy process.</p>
<b>3</b>	Maintain the current number of women on the Management Committee.	There are currently five women sitting on the Management Committee which equates to 36% of the Management Committee.	<p>Continue to provide the same opportunity as we do currently for ladies to be elected to the Management Committee.</p> <p>Once on the Management Committee these ladies may take on any role within the Committee all of which have non-gender specific role descriptors.</p>	Ensure that 30% of the Management Committee are female which meets the Gold Standard % set by Sport England.
<b>4</b>	Ensure that we become a SafeGolf accredited Club and then ensure that all of our policies and procedures remain correct and up to date.	<p>We have registered our interest with our Club Support Officer.</p> <p>We have a Welfare Officer and the relevant DBS checks in place for our volunteers.</p>	<ul style="list-style-type: none"> <li>a) Work alongside our Club Support Officer to prepare the policies and procedures required to become a SafeGolf accredited Club.</li> <li>b) Once, the policies and procedures have been produced ensure that these are approved by the Management Committee.</li> <li>c) Upload this documentation to the England Golf Portal</li> </ul>	To achieve by deadline March 31 <sup>st</sup> 2021. After accreditation, ensure we maintain Safegolf.

			and become SafeGolf accredited.	
5	Promotion of the charter and 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.
		<p>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.</p> <p>Lingdale has a strong Ladies Section but promotion of what we want to do to strengthen and support this within the Charter is needed.</p>	<p>Champion recruitment: An email will be sent to the Ladies Committee asking them to find a Charter Champion from either within their Committee or a co-opt from within the membership.</p> <p>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release.</p>	<p>The Charter Champion to provide England Golf with an annual report on progress on commitments made.</p> <p>An appointment from the Ladies Section is to be made at the March Ladies Committee meeting.</p> <p>The Ladies Captain is happy to undertake the role of Charter Champion in the short term.</p>