



The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Pike Hills 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 Pike Hills 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 Pike Hills 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 level with Pike Hills 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 Pike Hills GC plan to achieve this

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
2. Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
3. Promote a membership pathway, for women/girls and families to progress within the club
4. Have designated Champions/Mentors within the club who can assist and support new participants and members
5. To achieve and maintain 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter



Signed on Behalf of Pike Hills GC:

Club Manager/Secretary/ Chairman:
Date:

Signed:

Charter Champion:
Date:

Signed:

These objectives will be embedded into the club business/operational 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
To run annual Ladies New to Golf course for ladies with no golfing experience	2021 coaching in progress. 4 x 1 hour sessions over a period of 4 weeks.	Inform all members about dates of courses and encourage family and friends to apply Ongoing support from existing lady members to encourage new ladies. Keep individual group size small to give feeling of 1 to 1 support.	Beginners coaching commenced 8/9 June 2021. 25 ladies attending Target - 75% of ladies to take up Improvers coaching
To run Annual coaching course for ladies with limited previous golfing experience(improvers)	2021 coaching due to commence on 20 July. 5 x 45 minute range sessions plus 2 sessions on the course over a period of 7 weeks.	Encourage ladies who have attended Beginner's sessions to take up further coaching. Offer coaching to other ladies who show an interest in joining the Club.	Stage 2 coaching to commence 20/21 July. Target - 20% of ladies to take up club membership in 2022
Improve the age profile of ladies	Only 11% of lady members are under 40 years old	Continue running Ladies New to Golf each year. Encourage more Juniors to join the club and promote a pathway from Junior Girls to Ladies Section. Promote inclusion via the club website, social media and local community groups.	Target 15% by end of 2022
Appoint a designated Charter champion within the club	Linda Whaley appointed Charter Champion	Regular reporting to the Main Committee and to the Ladies Committee to ensure everyone is focussed on Women in Golf Regular communication in the club newsletter about the charter and current progress	First report to be made to Main Committee and Ladies Committee by end of July 2021
Review the main committee structure to allow a fairer representation of ladies	1 lady on a committee of 15	Proposal to include Lady Captain on Main committee. Encourage more ladies to stand for election	



<p>Annual survey to all ladyget feedback on the 'PHGC and to what extent the environment welcomes ladies</p>	<p>A Suggestions Book is available in the Ladies locker Room for any comment s. This is reviewed at each Ladies Committee meeting.</p>	<p>First survey to be issued before the end of 2021</p>	
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