

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Milford 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 Milford 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 Milford 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 Milford 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 Milford GC plan to achieve this

1. Create and deliver a Beginners' pathway which supports the recruitment of women.
2. Create and deliver a pathway which supports the recruitment of girls.
3. Promote a membership pathway to support the retention of women and girls at Milford GC.
4. Appoint a designated Charter Champion within the Club who can assist with the promotion and reporting of the Charter.
5. To maintain our Safe Golf accreditation, ensuring policies and procedures are up-to-date.

Signed on Behalf of Milford GC:

Club Manager/Secretary/ Chairman: Grant Masterton
Date: 5/3/2021

Signed: **G Masterton**

Charter Champion: Robin McGarr
Date: 5/3/2021

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
1	Create and deliver a Beginners' pathway which supports the recruitment of women	No coaching running due to Covid. Planning Beginner programme pushed back to start in March (or when golf coaching restarts)	10- week beginner programmes scheduled - one group for ladies only	Target - introduce 10 women to golf in 2021 with 50% converting into the SLP
2	Create and deliver a Beginners' pathway which supports the recruitment of girls	No coaching running due to Covid. Junior Academy will resume when golf coaching re-starts.	Introduce a girls only group into the Junior Academy Programme, starting with a free taster session.	Target – enroll 10 girls into the Junior Academy Programme in 2021, with the aim of retaining 75% into 2022
3	Promote a membership pathway to support the retention of women and girls at Milford	No coaching running due to Covid. Academy activity will resume when golf coaching re-starts	Introduce Social Learner Programme (SLP) – this will include weekly clinics and practice clubs to bridge the gap between beginner group lessons and membership / golf course play	By the end of 2021. Take up of 50% of women from the beginner pathway
4	Promotion of the Charter by appointing a Charter Champion and other people within the club to support new participants and members.	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
5	To maintain Milford's Safe Golf accreditation.	The General Manger is going to take charge of delivering all aspects of the project for Milford Golf Club.	To assure that the policies and procedures have been adopted and the appropriate safeguarding workshops have been undertaken.	Hoping to achieve the accreditation by 31 st March 2021, then have a yearly review.