



## **Harrogate Golf Club**

### **Women in Golf Charter**

A commitment to a more inclusive culture within golf

We, Harrogate 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 Harrogate 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 Harrogate GC, to unite and to focus gender balance at every level
- 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 Board level within Harrogate 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 Harrogate Golf club Plan to achieve this (our commitments)**

1. Maintain current levels of female representation on the Board of Directors through the selection criteria for positions on the Board which will encourage female applicants.
2. Deliver a minimum of 4 initiatives each year targeting women and girls that are aligned with key England Golf campaigns
3. Offer more inclusive course and competition options for all genders.
4. Promote junior and family membership through a 3 year development plan focusing on recruitment and retention.
5. Promote The R&A Charter.

**Signed on Behalf of Harrogate Golf Club:**

Richard Ord: Honorary Chairman of the Board Harrogate Golf Club

Date:

Alastair Davidson: President of Harrogate Golf Club

Date

**These initiatives will be embedded into the club business plan and reviewed on an annual basis, to ensure that this inclusive commitment remains robust.**

|   | <b>Initiative</b>   | <b>How this will be achieved - Date / Progress / Comments</b>   |
|---|---|---|
| 1 | Encourage female applications for positions on the Board of Directors   | HGC has a tradition of female representation on the Board of directors. The selection criteria are gender neutral and applicants are voted for by the members based on their skills and talents. We would expect to maintain the current ratio of 15% - 20% female membership.  |
| 2 | Deliver a minimum of 4 initiatives each year targeting women and girls that are aligned with key England Golf campaigns | <ol style="list-style-type: none"> <li>1. Use banners and leaflet drops as well as social media to promote “Women Love Golf” tuition sessions</li> <li>2. Offer day/evening/mid-week and weekend introductory courses with “golf buddy” support from existing members (Spring summer 2019)</li> <li>3. Offer Academy and Pathway membership as the next step towards club membership</li> <li>4. “Women on Par” competition (Summer 2019)</li> </ol> <p>Our target is for 20 women to attend the courses throughout the year and for 20% of them to convert to Academy membership and then onto Pathway membership within one year.</p> |
| 3 | Offer more inclusive course and competitions options for all genders  | <ol style="list-style-type: none"> <li>1. Promote qualifying competitions on the Belmont Course (A new short course played off the green tees which was launched in July 2018). The course now has permanent markers and will shortly be measured to enable members to play qualifying competitions.</li> </ol>   |

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|   |   | <p>2. Promote fortnightly qualifying 9 hole Stableford competitions open to both genders.</p> <p>3. Encourage existing 7 day female member's play in the Saturday monthly medals.</p>  |
| 4 | Promote junior and family membership through a 3 year development plan focusing on recruitment and retention. | <p>Work with Junior Organiser to arrange family friendly events e.g. Family Fun Day, barbeques, golfer/non-golfer competitions, competitions which are open to all sections e.g. Texas Scramble.</p> <p>Our target is for 20 family members to attend each event and for 10% to start a beginners' pathway such as "Women Love Golf".</p> <p>Provide an informal area within the clubhouse for junior members. Work between the Junior Organiser and a small working group of junior members has been formulated to ensure the Juniors' opinions and thoughts are heard. After consultation with the Juniors the small lounge will be made more attractive for them. Timescale - before the start of the school summer holidays in 2019.</p> |
| 5 | Promote the Charter   | <p>Have designated Champions/Mentors within the club e.g. Captains and Captains Elect</p> <p>Formally display the Charter details and commitments internally and externally (notice boards, website, membership packs, England Golf press release) from July 2019 onwards</p> <p>Provide reports on progress and impact of the charter at the club as requested.</p>   |