



## Women in Golf

### Annual Report

August 2023

Prepared by Suzanne Knott

Women in Golf Champion Lincoln Golf Club

Lincoln Golf Club agreed and signed a commitment to support the R&A Women in Golf Charter and this work has continued through 2023. The following reports the progress of the Clubs agreed commitments in delivering the ongoing objectives as detailed in the Club Charter. No new objectives have been set for this report year.

#### **Commitment1**

***To achieving 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 club. Appoint a female member of the Club to the membership Committee.***

The Board membership remains the same with Helen MacDougall as a Director and Lady Captain ex officio. A recent vacancy did not attract further interest from the Women's section, Ms MacDougall was re-elected. The commitment cannot be advanced until a further position becomes vacant.

However the Womens section of the Club do have their own elected Committee with responsibility for section Governance, Competitions, County Liaison and Matches. The positions on the Women's Committee have role specifications which have been developed over the past year. In addition the Club has appointed a female Assistant Manager

There are 4 women representatives on the membership Committee. 3 golfing members and the Assistant Manager who also sits on the WIG steering group

#### **Commitment 2**

***Formally promote inclusion to the wider community via the club website, social media accounts and local community groups***

Social media presence has gained traction – There has been multiple posts on leading Women's Golfers with affiliation to Lincoln Golf Club.ie Whitney Hillier, Alice Hewson, Ellise Rymer, These and internal successes are reported in the Club Newsletter

In terms of events the Club has hosted the R&A Coronation foursome's area final, Lady County Presidents Day for what will be three years running, Jennings & Peggoty Trophies, LWGA County Championships – Drive for show Girls County Training in the winter for the LWGA.

Events to come– Helen Dobson Trophy (Helen Hewlett Trophy), Lady County Presidents Day, Jennings & Peggoty, English National Schools in 2025

An information page on Women and Girls Golf at Lincoln Golf Club has been written for the website. This was approved by the Ladies Committee, Club Manager and Lead Club

Professional. This is to be uploaded and shortened paper copies alongside promotion posters are available from the Club House Information Stand

### **Commitment 3**

***Promote a membership pathway, for women/girls and families to progress within the club.***

The Buddy system has proved successful through integrating new members into the Club and ensuring all new to golf women members have acquired a valid handicap  
An Academy pathway has been developed. This has been approved by the Ladies Committee and Club Manager. Awaiting final sign off from the Lead professional. The pathway is a collaboration between the Administrative Team, Women's section and the Professional. It bridges the gap between introduction into Golf and full membership

### **Commitment 4**

***Have designated Champions/Mentors within the club who can assist and support new participants and members***

A Buddy system is imbedded in the Ladies section and has ensured all new to golf women members have achieved a handicap and are able to participate in competitions. Women who already have a handicap and are new to the club have also been assigned buddies to ensure they are appraised of the processes and systems and become quickly integrated into the membership. The Buddy system has been shared with the Membership and Marketing Committee to be considered as a means of support for all new members.

### **Commitment 5**

***Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns***

In year only one event has been undertaken. The Club hosted Golf Fest in collaboration with the Membership and Marketing committee. Although originally conceived to promote Women's Golf in line with this objective, using the end of Women in Golf week as a platform, it was expanded to showcase the Club and Golf as a venue and sport of choice for all ages and genders. From this event 4 women have shown an interest in the Academy pathway and efforts are underway to take this further.

The Professional team declined supporting the Girls Golf rock Campaign this year but will reconsider in 2024.

### **Commitment 6**

***Create gender neutral tees***

This work has been completed and the administration team ensured new cards and handicap tables were available for a new Club Board Trophy to honour long standing member Rita Broughton and the launching of the Clubs first gender neutral Competition played off the yellow tees for all competitors. 94 members took part 28 of which were women. Although completed, the new approach using ability(gender neutral) tees requires fully embedding into the Competition Calendar. This is new territory and different approaches by other clubs need analysis to develop what is best for our Competition schedule

This Commitment has been taken a step further by now having heather / academy tees rated for beginner golfers to get a handicap – part of the player pathway from Practice Plus. More events to be planned using these tees.

**Commitment 7**  
**Impact measures**

Table 1 shows a 2022 2023 comparison of Women’s membership. There is a downward trend in all categories with the exception of social membership.

<b>Table 1. Female Membership Structure February 2022/2023</b>						
<b>Total Full Membership 655</b>						
<b>Membership Category</b>	<b>Female Members 2022</b>	<b>Female Members 2023</b>	<b>Female Leavers 2022</b>	<b>Female Leavers 2023</b>	<b>Female New Members 2022</b>	<b>Female New Members 2023</b>
<b>Full</b>	70	69	6	4	7	2
<b>Flexible</b>	34	22	2	12	1	0
<b>80/30</b>	4		1			
<b>18-25</b>	3	(5)		0	0	0
<b>Total</b>	111	91	9	16	8	2
<b>Practise</b>	18	4	4			
<b>Practise Plus</b>	3	3	0	0	3	0
<b>Social</b>	18	44				
	<b>Girl Members 2022</b>	<b>Girl Members 2023</b>	<b>Girl Leavers 2022</b>	<b>Girl Leavers 2023</b>	<b>Girl New Members 2022</b>	<b>Girl new Members 2023</b>
<b>Academy</b>	8	10	1	0	3	2
	<b>Girl Members</b>		<b>Girl Leavers</b>		<b>Girl New Members</b>	
<b>Junior</b>	8	7	1	1	3	0

Maintaining the Women’s section at its current level is a priority alongside agreeing a strategy to address the increasing age profile of the section.

Enquiries about competition access at weekends from women golfers with Business and/or childcare commitments is a frequent question. Currently it is shared that access is limited and this can be a barrier to selecting Lincoln as their club of choice The Board has been requested to reflect on this in order to meet the Women getting into Golf objective. The inclusion of a 9 hole competition and regular alternate day competitions on a Sunday by the current Lady Captain has been favourably received by Business Women members as it can be accomplished out of working hours, although booking is sometimes challenge as there is not a designated a tee time

Table 2 indicates the playing percentage of females of the overall club membership is just below 18%. Despite the leaver new member imbalance this has increased in year by 1% by virtue of the reduction in male members, but remains 2% below the agreed Club target of 20%. Currently the national average is reported to be 15%

<b>Membership Category</b>	<b>Gents</b>	<b>Ladies</b>
Full	383	69
80/30	18	4
Flexible	69	22
Intermediate 31 – 35	35	
Intermediate 26 - 20	32	1
Young Persons 21 - 25	14	1
Young Persons 17 - 20	11	4
<b>Total</b>	<b>562</b>	<b>101</b>

**Commitment 8**

***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.***

***To create a steering group to support CC***

Suzanne Knott relinquishes the role of Women in Golf Champion August 2023. At the time of the report a successor has not been identified.

In year no new Commitments have been added in favour of focusing on the original targets. The report has been delayed in order to consider the impact of Golf Fest on the Charter Commitments.

The Board is asked to agree this report before submission to England Golf. The Steering Group will welcome any consideration from the Board to further support the Charter.

Suzanne Knott