

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Lincoln 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 Lincoln 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 Lincoln 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 Board level.
- 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 Lincoln GC Plan to achieve this**

- 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
- Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
- Promote a membership pathway, for women/girls and families to progress within the club
- Have designated Champions/Mentors within the club who can assist and support new participants and members
- Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
- Create gender neutral tees
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

### **Signed on Behalf of Lincoln GC:**

Club Manager/Secretary:

Signed:

Date:

Charter Champion:

Signed:

Date:

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

	<b>Commitment</b>	<b>Current Situation</b>	<b>How this will be achieved in 2023/2024</b>	<b>Date/Progress/Targets/Comments</b>
<b>1</b>	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.	1 Woman plus LC (ex officio) on Board. 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 Women 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	Encourage women to volunteer for election to Board.	When vacancies announced- positive encouragement for women in line with Charter aims  Ongoing target until the 30% achieved.
<b>1a</b>	Maintain a female golfing member who has representation on the Membership Committee and on the WIG Steering group	There are currently 4 women representatives on the membership Committee. 3 golfing members and the Assistant Manager who also sits on the WIG steering group	Actively seek a female golfing member to be active on both groups.	Improve liaison between the Membership Committee and Competitions Groups to ensure the Women in Golf Objectives are considered in their decision making and strategies.
<b>2</b>	Formally promote inclusion to the wider community via the club website, social	Social media presence has gained traction – many posts on leading Women's Golfers with affiliation to Lincoln Golf Club.ie Whitney Hillier, Alice Hewson, Ellise Rymer, These and	Publicise the role of women who work in golf- catering, pro, office etc as well as playing	Ongoing – indefinite target to embrace social media changes, when possible and on opportunity basis

	<p>media accounts and local community groups</p>	<p>internal successes are reported in the Club Newsletter In terms of events the Club has hosted the R&amp;A Coronation foursomes' area final, Lady County Presidents Day for what will be three years running, Jennings &amp; Peggoty Trophies, LWGA County Championships – Drive for show Girls County Training in the Winter for the LWGA.</p> <p>Events to come– Helen Dobson Trophy (Helen Hewlett Trophy), Lady County Presidents Day, Jennings &amp; Peggoty, English National Schools in 2025</p> <p>An information page for the website approved by the Ladies Committee, Club Manager and Lead Club Professional has been written to be uploaded and paper copies alongside promotion posters are available from the Club House Information Stand</p> <p>Social membership has increased to 44 women from 18.</p>	<p>Engage local community groups when circumstances permit.</p> <p>Continue to promote the Club as a venue of choice for County Events.</p> <p>Explore social memberships to establish if any members wished to move into an active golf membership.</p>	
<p>3</p>	<p>Promote a membership pathway, for women/girls and families to progress within the club</p>	<p>The Buddy system has proved successful through integrating new members into the Club and ensuring all new 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</p>	<p>The system needs to be imbedded from enquiry to membership.</p>	<p>Appoint Co-ordinator this currently falls to the Women in Golf Lead. Buddy system shared with the membership Committee for adoption by the Club for all new members.</p>

		Professional. It bridges the gap between introduction to Golf and full membership		
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 quickly integrate with the membership. The Buddy system has been shared with the Membership and Marketing Committee to be considered as a support for all new members.	Underpin the Buddy system across the Club by providing the EG training and establish a peer support group and Buddy Leads	Collect feedback via the new Membership forums as to the success and challenges of the current system
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.	Continue to be aware of all EG initiatives which would impact and deliver on the Charter Commitments.	Target to remain at 2 focused events per annum
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	This is new territory and different approaches by other clubs need analysis to develop what is best for our Competition schedule	Explore implementation of neutral tees by other clubs Expand neutral tees into Club competitions

		<p>yellow tees for all competitors. 94 members took part 28 of which were women. 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.</p>		
7	Impact measures	<p>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. Currently there are no women members between the ages of 31-35, and 6 between the ages of 17 and 26</p> <p>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</p> <p>The membership percentage of females of the overall club membership is just below 18%. Despite a leaver new member imbalance this has increased in year by 1% by virtue of a reduced number of male members. This</p>	<p>Annual analysis of Club Membership.</p> <p>Influence the Competitions group and the Board to improve competition access for Women and Girls with Business, Education and Childcare Commitments</p>	<p>Increase women’s membership in the lower age brackets</p> <p>Increase access to qualifying Competitions for women</p>

		remains 2% below the agreed Club target of 20%. Currently the national average is reported to be 15%.		
8	Promotion of the charter	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 club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press releases	The Charter Champion to provide England Golf with an annual report on progress on commitments made following approval be the Lincoln Golf club Board of Directors.