

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Lincoln 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, Lincoln 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 Lincoln Golf Club, 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 Lincoln 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 Lincoln Golf Club plan to achieve this

1. To achieving and maintaining 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptions that are not gender specific.
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 a designated Champions/Mentors within the club who can assist and support new participants and members.
5. Deliver two initiatives annually, targeting women, girls and families to progress within the club.
6. Create gender neutral tees.
7. Measure the impact of our initiatives on recruitment and retention of women and junior members
8. Appoint a designated charter champion within the club who can assist with implementing Charter objectives and reporting on progress to the LGC Board
9. To become a SafeGolf accredited club and ensure policies and procedures remain up to date

Signed on Behalf of Lincoln Golf Club:

Club Manager/Secretary: Louis Booth
Date: 5 March 2021

Signed:



Charter Champion: Helen Morris
Date: 5 March 2021

Signed:



These objectives will be embedded into the club business 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	<p>To achieving and maintaining 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptions that are not gender specific</p> <p>Appoint a female member of the club to the membership committee</p>	<p>Our club currently <i>Currently have 1 x Female Member on the Board and do not have any women on the Membership Committee at the moment.</i></p>	<p>By <i>Encouraging women to volunteer for election for the board</i></p> <p><i>Positive discrimination in favour of another woman if a competition</i></p> <p><i>Actively seek a volunteer to join the membership committee. Brief appropriately and invite onto the WIGC steering group.</i></p>	<p>By April 21</p> <p><i>When vacancies announced – positive encouragement for women, in line with charter aims</i></p>
2	<p>Formally promote inclusion to the wider community via the club website, social media accounts and local community groups</p>	<p>Our club currently <i>Limited female presence on the website</i></p> <p><i>Generic social media presence</i></p> <p><i>Community groups – limited engagement</i></p> <p><i>(Covid has caused cancellation of many events in 2020)</i></p>	<p>By <i>Overhaul of the website and create a forward-thinking social media plan and protocols</i></p> <p><i>Increase the presence of images of people on the course – especially women and young people, news and opportunities</i></p> <p><i>Publicise the role of women who work in golf-catering, professional team, office and playing as well</i></p> <p><i>Engage local community groups when circumstances permit.</i></p>	<p>By 31st July 21</p> <p><i>Ongoing from now</i></p> <p><i>Ongoing – monitor reports</i></p> <p>Out of Covid-19</p>
3	<p>Promote a membership pathway for women, girls and families to progress within the club.</p>	<p>Our club currently <i>Currently no formal link between the Professional and club regarding academy members</i></p> <p><i>Some low-key engagement with new women members by Ladies committee – meet and greet once a year</i></p>	<p><i>Create a formal pathway from the academy</i></p> <p><i>More proactive involvement of Ladies committee to encourage new members</i></p>	<p>By 30th June 2021 <i>Professional and club meeting within 4 weeks of the return to golf following the lockdown</i></p> <p><i>Ladies committee to discuss and initiate mentor system</i></p> <p><i>Appoint a mentor coordinator</i></p>

<p>4</p>	<p>Have a designated Champions/Mentors within the club who can assist and support new participants and members</p>	<p>Our current currently: <i>none presently – Ladies committee play welcome rounds with new members if they wish. List arranged of people who are prepared to paly with new members on Ladies noticeboard.</i></p> <p><i>Needs new members to engage with this – rarely happens!</i></p> <p><i>Very simple introductory leaflet</i></p>	<p>By</p> <p><i>Create / Mentor buddy group to support new members. We would look for this to be on a yearly basis with the role changing each year. This preferably being with Women Members that have recently joined the club as they will have a better insight as to the aspects they needed or found when joining.</i></p> <p><i>Offer briefing / training to assist their role as proactive mentors</i></p> <p>Online buddy training workshop:</p> <p>https://www.englandgolf.org/club-support/membership-growth-retention/your-volunteers/golf-buddies/</p>	<p>By 31st March 2021 / July 2021</p> <p><i>Publicity from Ladies committee to recruit formal mentors. Membership Committee and Professional to notify mentor coordinator of new members – ongoing</i></p> <p><i>Lincoln Golf Club and Charter Champion to review</i></p>
<p>5</p>	<p>Deliver two initiatives annually, targeting women, girls and families to progress within the club.</p>	<p>Current Membership Numbers</p> <p>Ladies Full – 71 Ladies over 80 – 6 Ladies Flexible – 38 Ladies 24-30 – 2 Ladies 18 – 1 Ladies 17 – 1 Ladies Practice – 11 Ladies Social – 13 Ladies Academy - 6</p>	<p>By</p> <p><i>Engage fully with Women and Girls Golf week in 2021</i></p> <p><i>Investigate other opportunities to engage with other national initiatives</i></p> <p><i>Looking to run a Girls Golf Rocks Campaign - Girls Golf Rocks - England Golf</i></p> <p><i>We have an application with Active Lincolnshire currently for the inequalities project fund to provide coaching for the residents at the Elms retirement park. There will be a women’s only group and one for all residents to encourage participation in golf after covid-19.</i></p> <p><i>Run a Women on Par event - Women on Par - England Golf</i></p> <p><i>Coronation Area Final in August 2021 – opportunity to publicise WIGC. Engage women at the club as</i></p>	<p>By – February 22</p> <p><u>Targets</u></p> <p><i>We only have 6 women currently in Junior Coaching. We would like to be able to double this to 12</i></p> <p><i>We currently only have 4 women members between the age of 17-30. We would like to double this to 8 and make the club more appealing to this age bracket.</i></p>

			<i>spotters, starts etc. Also use more women to help with men's competitions – increases female visibility.</i>	
6	Create gender neutral tees	Currently: <i>Only red tees (and sometimes alternative winter comps) for women</i>	By: <i>Plans already in place to rate alternatives tees and rename by colour not gender</i>	By May 22 <i>Currently on hold with the England Golf rating team due to covid-19</i>
7	Measure the impact of our initiatives on recruitment and retention of women and junior members.	Currently: <i>To capture and record a baseline of all the key measures we are committing to within the Charter including membership data for our club to determine the impact of the charter.</i>	By: <i>Formally share progress and update/changes to the charter with England Golf</i> <i>To provide annual measures to help determine the impact of the charter.</i>	Record statistics each year on the 31 st January and the 31 st July to enable benchmark and objective setting
8	Appoint a designated charter champion within the club who can assist with implementing Charter objectives and reporting on progress to the LGC Board	Currently: <i>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</i> <i>To create a steering group to support the Charter champion.</i>	By: <i>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release.</i> <i>Steering group to produce internal report for members</i>	The Charter Champion to provide England Golf with an annual report on progress on commitments made on the anniversary of Charter approval Helen Morris designated as Charter Champion 10.02.21
9	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	Currently: a. Adopted the required club policies b. Appointed a Club Welfare Officer c. DBS checks are obtained for relevant club personnel d. Club staff and volunteers have obtained any required qualifications e. PGA Professional(s) are included on PGA SafeGolf Coaches Register	By: The management team at the club has approved all the policies and procedures. All documentation is up to date and has been shared. Safe Golf Completed on 24.02.21	Keep a register of when the key policies and documentation needs to be updated and when key members of staff and volunteers need to undertake relevant training