

HORNE PARK

GOLF

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Horne Park Golf 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, Horne Park Golf 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 Horne Park Golf, 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 facility

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 Horne Park Golf
- 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 Horne Park Golf plan to achieve this

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
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 designated Champions/Mentors within the club who can assist and support new participants and members
5. To achieve and maintain 30% female representation on our **Club Committee** by actively promoting these positions linked to appropriate role descriptors that are not gender specific

- 6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.

- 7. To keep Horne Park a Safe Golf accredited club and ensure policies and procedures remain up to date.

Signed on Behalf of Horne Park Golf:

Club Manager/Secretary/Director:

Neil Burke

Signed:



Date:

5th May 2022

Charter Champion:

Helen Omiderian

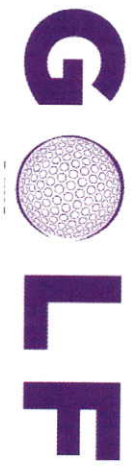
Signed:



Date:

5th May 2022

HORNE PARK



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	Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns.	We provide groups classes already but intend to add to this programme, at present we offer: -ladies roll up, weekly, attended by 8/12 per class -ladies fun golf events, 2/3 in summer months, attended by 30/40 ladies/girls.	To develop more tuition programs with female specific themes and goals. Data base contacts, both direct and via friends, families invites and incentives. Social media content covering these opportunities inviting 'calls to action' -use of the club 'casual' database, eshots -use of clubs Facebook platform.	Feb 22. Subject to covid restrictions engage with MY academy to expand and encourage / assist scheduling.
2	Formally promote inclusion to the wider community via the club website, social media accounts and local community groups.	We do offer mixed competitions and these can be re-scheduled to encourage participation. All monthly club events are mixed, attended by 8/10 ladies.	Widen mixed competition events mixed events at peak times. Engage with competition committee to schedule more events.	Feb 22. Add committee item to agenda for discussion / implementation

3	Promote a membership pathway, for women/girls and families to progress within the club.	We have 68 female members (60 over 30, 6 between 20-30 and 2 juniors, with an aim to increase this to over 100.	Increase female membership numbers. This to be done by marketing, social media activity, friends/family promotions like 'invite a friend, free sessions' -using clubs email database, esthots. Continue to add ladies' tuition options and awareness of the lady coach.	We have a strong female membership already, by Feb 23 to achieve this goal.
4	Have designated Champions/Mentors within the club who can assist and support new participants and members.	23% of current female members do not have WHS handicap index.	Increase female members to gain/retain/develop a WHS Handicap Index. Encourage WHS participation, schedule more ladies' events for 'cards' Reference how to 'get a handicap' by using links to the EG website. Encourage all female members to use the MY EG app to enter general play scores in order to build up their number of rounds on the WHS platform. Engage with ladies committee to 'reach out to non handicap ladies members with offer of support. Encourage members to offer to play with non- handicap ladies.	Feb 22. We have an active ladies membership already by Feb 23 to have increased WHS handicap for female members to be over 90%.
5	To achieve and maintain 30% female representation on our Club Committee by actively promoting these positions linked to appropriate role descriptors that are not gender specific	Females have equal opportunity in the club now in terms of access, cost and relevance. The board committee at present has 8 members 3 are ladies honorary secretary, ladies captain and ladies vice -captain.	Review all female specific rules and facilities. Discussion with ladies committee to see if there is anything 'missing' from the female experience on site, including the changing areas/food and drink offering/tuition packages etc as well as golf course experience Engage with board committee to add a further lady to the committee, by introducing role-descriptors which are not gender specific for prospective ladies.	By Aug 22 to have conducted the review and concluded any amends / improvements. By May 23 to have added a further lady to the board committee.
6	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the Charter.	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.	Formally share progress and updates/changes to the charter with England Golf moving forward.	To provide annual measures to help determine the impact of the Charter.
7	To keep Home a SafeGolf accredited club and	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.
		a. Adopted the required club policies	The management team at the club has approved all the policies and procedures.	Keep a register of when the key policies and documentation needs to be

<p>ensure policies and procedures remain up to date.</p>	<p>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</p>	<p>All documentation is up to date and has been shared your local England Golf Club Support Officer. Completed in March 2021 Our annual review date is March each year.</p>	<p>Updated and when key members of staff and volunteers need to undertake relevant training.</p>
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