

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Tandridge 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 Tandridge 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 Tandridge 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 committee/board level with Tandridge GC
- 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 Tandridge GC plan to achieve this

1. Grow our Ladies' Section with a balanced representation of age and handicaps whilst preserving an acceptable access to the Course for all members
2. To increase the percentage of actively participating junior (U18) girls at Tandridge
3. To attract younger and lower HI women, it is important to have an attractive competition schedule that includes some weekend competitions.
4. Encourage women members to participate at Committee level
5. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

### Signed on Behalf of Tandridge GC:

Club Manager/Secretary/ Chairman:

Date: 27 October '22

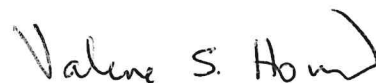
Signed:



Charter Champion:

Date: 27-10-22

Signed:



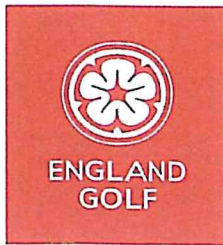
These objectives will be embedded into the club business/operational plan and reviewed on an annual basis, to ensure that this inclusive commitment remains robust.

Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
<p>1 Grow our Ladies' Section with a balanced representation of age and handicaps whilst preserving acceptable access to the Course for all members</p>	<p>90 playing ladies (of 516 full playing members) represents 17% 84% of women members are aged over 55 and 78% of women members have a HI of 18 or over.</p> <p>We have 5 full playing ladies aged under 50 and 9 aged 51-55 therefore as most ladies resign their membership by 75, we effectively have to replace each lady member every 20 years. Attracting women aged under 55 increases the longevity of membership and reduces the need to actively recruit new members.</p> <p>The TGC Academy has been successful in growing the ladies' section but we recognise that working to attract established and low HI golfers too will be of great benefit, so we may enter and be successful in Surrey scratch competitions. These women bring experience and enthusiasm for all aspects of life at TGC and provide support for golfers at all levels through mentoring, team management and through representing TGC in regional and national competitions.</p> <p>An Audit shows there is CAPACITY on a Tuesday morning for a larger Ladies' section. The ladies' Tee bookings, into the "pinch points" of the week (all day Friday, Sat &amp; Sun mornings) are disproportionately low.</p>	<p>Work with the Membership Director to address the overall membership numbers and the percentage of men and women.</p> <p>Give priority to lady applicants until we achieve a Section representing 20% of full playing Members.</p> <p>Going forwards, review the waiting list points system, with the Membership Director &amp; General Manager.</p> <p>Reduce the Ladies' Academy to 15 &amp; review the academy progression process, including the reintroduction of a maximum HI of 32.2 (CH 36) before a lady is able to apply full membership.</p>	<p>Grow the Ladies' Section to 20 % of Full playing Members.</p> <p>Approve 13 new Lady Full Members by April 2023</p>

<p>2</p> <p>To increase the percentage of actively participating junior (U18) girls, currently at Tandridge</p>	<p>We currently have 79 Junior members, only 9 are girls:</p> <ul style="list-style-type: none"> <li>➤ 2 are actively participating in junior events</li> <li>➤ 2 are having lessons at TGC and are not course ready, we are confident they can start playing in September</li> <li>➤ 1 is due to start playing soon (her father is a member)</li> <li>➤ We don't have current information on the remaining 4 and if they are actively playing</li> </ul> <p>Unlike the ladies' section we need to look at how we can engage with our girls and retain them.</p> <p>Membership is by application to the Junior organiser followed by an interview.</p>	<p>Offer girls-only golf taster sessions and girl-only group lessons because there is strong evidence that girls will not engage if they are in a minority mixed group.</p> <p>Work with SLGA to become a chosen site for taster sessions and/or training venue for county girls in the East Surrey area.</p> <p>Work with the marketing department and our social media ambassador to promote junior girls' golf. We will use our platform to champion junior girls golf including promoting "Get into Golf" opportunities and Surrey girls' successes with individual high profile junior girls and County &amp; National teams.</p> <p>Discuss opportunities with junior girls who have lessons at TGC, with our professional team but are not yet members.</p> <p>Gain the necessary information needed to connect with the current girls not actively participating in the junior section and support their integration.</p>	<p>Increase the number of actively participating junior girls to 16 by 2024 (20% of current junior membership)</p>
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<p>3 To attract younger and lower HI women, it is important to have an attractive competition schedule that includes some weekend competitions.</p>	<p>There are no mixed individual Strokeplay competitions on the weekend. (In 2022 the Ardcoyle Cup was updated to be a mixed competition, Apr – Oct. In 2021 monthly winter mixed Red tee Stablefords started, but both are weekday events.)</p>	<p>Use the opportunities that WHS has brought for weekend mixed individual Strokeplay competitions: Tandridge has 7 rated tees and the WHS allows for multi-tee and mixed gender competitions:</p>	<p>Organise 2 "WHOLE OF CLUB" Stablefords on Saturdays in 2023.</p>
<p>There is one Ladies' weekend Comp, on a Sunday each year, the Ladies' Club Championship.</p>	<p>Weekend Roll ups &amp; mixed Knockouts increase the opportunities to play with new people, grow a member's golf network and increase the integration into the club.</p> <p>There is one singles' mixed knockout; the Tandridge Challenge Cup.</p> <p>There are 2 Foursomes mixed KOs: the Harrisons &amp; the Wilson Plate</p> <p>Saturday Roll ups are mixed but women's participation in these events is low.</p>	<p>Offer some Sunday AFTERNOONS, as an alternative to the Tuesdays' competitions, for those ladies that have other commitments on a Tuesday.</p>	<p>RE-introduce 5 - 6 "alternate day" qualifying competitions for women on a Sunday AFTERNOON</p>
	<p>Encourage ladies to increase their participation in these mixed weekend competitions</p>	<p>Continue to actively promote all the current mixed competitions to the Ladies, via the monthly e-golf programme (Sizzledeck) and What's App Groups.</p> <p>Encourage ladies to offer to run some of the roll-ups</p>	

4	Encourage women members to participate at Committee level	<p>As stated in its Vision and Values Statement, Tandridge Golf Club is committed to Sustainability, Diversity and Community.</p> <p>The Management Committee is comprised of 7 voting members with currently 1 female voting member (14%)</p> <p>The Captains' Committee comprises of 7 members with 2 ladies (28%)</p> <p>The Nominations' Committee has 4 committee members, 1 is female (25%)</p>	<p>All Committee role descriptors to be published on the website including the name of the current member holding the position.</p> <p>Members should actively seek out relevant skill sets, as per EG governance guidelines and encourage suitable female candidates to accept nomination.</p> <p>All existing committee members must welcome and encourage communication to discuss their roles with any potential candidates.</p> <p>The existing committee members would support new committee members, if asked, in their role.</p>	Aim for a proportionate number of women on Committees
5	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter	<p>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</p> <p>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.</p>	<p>Formally share progress and updates/changes to the charter with England Golf moving forward</p> <p>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release</p>	<p>To provide annual measures to help determine the impact of the charter</p> <p>The charter Champion to provide England Golf with an annual report on progress on commitments made</p>



## **Women in Golf Charter Champion Role Descriptor**

### **Background to the charter**

England Golf was one of the first signatories of The R&As Women in Golf Charter and are committed to growing the women and girls' game across England.

Our strategic plan, Growing the Game in England 2017-2021, recognises that women and girls offer the biggest potential growth area for the game.

We want to recruit, retain and support women and girls across all levels of the game and are committed to:

- Increasing the proportion of females playing golf in England from 17% to 20% by 2021
- Running innovative recruitment campaigns such as Get into Golf and Girls Golf Rocks
- Improving performances in the World Amateur Rankings
- Achieving the advanced level of the equality standard for sport through our equality and diversity action plan
- Encouraging more female involvement at every level of England Golf
- Maintaining a strong commitment to female leadership, with at least 30% board representation
- Supporting at least 50% of counties in England to unify their unions and associations for the benefit of all their golfers
- Encouraging golf clubs and counties in England to sign up to the Women in Golf Charter and to share progress annually with England Golf

Once your club has made their Charter commitments it is important to recruit a Charter Champion(s) to ensure the commitments are delivered.

### **Purpose of the role**

The Charter Champion role will be responsible for supporting and monitoring the clubs charter commitments, ensuring they are carried out within the agreed timescales and act as the main point of contact for this area.



## **Responsibilities**

The role of the Charter Champion is fundamental and will include the following responsibilities:

- Arrange a meeting (in person) with your England Golf Club Support Officer to discuss the support they can provide, go through an example of a completed charter from another club and answer any questions
- Assigning realistic timescales to each commitment
- Linking all commitments to the club's business plan
- List the club's commitments on the club's headed paper
- Share the commitments with club members to gain their support
- Email a signed copy of your commitments to your England Golf Club Support Officer, together with contact details of the Charter Champion(s)
- Upload a signed copy to the club's website and promote the commitments on behalf of the club through relevant networks, including the club website and social media channels
- Continue to monitor and support the club members to adhere to the commitments and ensure they are delivered within the projected timescales
- Report back to the club's committee and Club Support Officer on the progress of the commitments

## **Who makes a good Charter Champion?**

A good Charter Champion is someone who:

- Is instrumental in making key decisions within the club around recruiting and retaining women and girls in golf
- Is passionate about supporting women and girls in all aspects of golf including; playing, volunteering and working in the sport
- Has established a good relationship with both committee and club members which will allow the commitments to be fully supported
- Has a proven track record of good business planning



### **How to get involved**

If you are interested in becoming a Women in Golf Charter Champion, please contact your Club Support Officer for an initial meeting and to discuss in more detail.

**Thank you for your support in helping to drive women and girls golf forward.**