

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Hesse 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 Hesse 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 Hesse 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 with Hesse 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 Hesse GC Plan to achieve this

- Women in Golf Charter
- Girls Golf Academy
- Hesse culture and values to be reviewed for alignment to the Women in Golf Charter
- Golf Club Management
- Maintain England Golf's SafeGolf accreditation and ensure policies and procedures remain up to date
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the Charter.

Signed on Behalf of Hesse GC:

Paul Haddon
General Manager/Company Secretary:
Date 08/12/2020

Signed *Paul Haddon*

Angela Ogilvie
Charter Champion
Date 08/12/2020

Signed *Angela Ogilvie*

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	Women in Golf Charter	Ladies Captain / Ladies Vice-Captain and Planning and Policy Director identify actions required for implementation.	A working party to be set up led by the Ladies Captain and Planning and Policy Director, reporting into the Board. SWOT analysis & key actions will be identified to ensure that a plan of implementation is developed.	Will commence asap given Covid-19 restrictions with a target of making recommendations to the Board during Q1 of 2021.
2	Girls Golf Academy	Coaching provided by HGC Professional but not directly linked to the Ladies Section. The Academy needs to link directly to the Ladies Section through to the Board to ensure alignment and measurement against The Women in Golf Charter aims and objectives, Currently we have 16 Junior Girl members (5 x advanced and 11 x Junior Passport Girls). We have 10 ladies in the Academy who we will encourage to become full members.	The working party will put together proposals to ensure that the Girls Golf Academy and other initiatives are aligned to the clear commitment we have outlined in the Women in Golf Charter. The Working Party will consider all National initiatives for referral to the January Board Meeting The Board will review for agreement all working party recommendations. Examples of these are: <ul style="list-style-type: none"> - Women on Par - Girls Golf Rocks - Get into Golf 	As Above with targets agreed for girl members to be agreed by the Board at the January 2021 meeting. Hessle GC support of national golf girls initiatives will be reviewed as a standing agenda item at all Board meetings
3	Hessle Culture and Values to be reviewed for alignment to the Women in Golf Charter	Hessle GC has an active Equality and Diversity Policy amongst other Club Policies which define our culture and values.	The working party will review all current policies, Facebook, twitter and other Club communication methods to ensure that these are effective in supporting the Charter and maintaining a culture that values women and girls involvement in every aspect of the sport.	As Above we will carry out a annual review in align with our policy review process which is driven by the Planning and Policy Director,
4	Golf Club Management	Management are aware of the Women in Golf Charter but need to have ownership of the action plans taken forward by the Board	The Board will brief Golf Club Management, providing training (if necessary) and ensure that job role descriptions are in alignment.	As above effectiveness will be reviewed by the Board at each meeting as an agenda item – Human Resources Report

5	Maintain England Golfs SafeGolf accreditation and ensure policies and procedures remain up to date	2 nd year sign off 24/11/2020	<p>Keep all documentation up to date and notify our local England Golf Club Support Officer in preparation for our annual review.</p> <p>Our annual review date is 24/11/2021</p> <p>Formally share progress and updates/changes to the charter with England Golf moving forward</p>	<p>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</p> <p>Update the personnel register if any changes in support.</p>
6	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>Establish a central database of all relevant data including measures and targets agreed by the Board</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>