

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Cams Hall Estate 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 Cams Hall Estate 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 Cams Hall Estate 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 Cams Hall Estate 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 Cams Hall Estate GC plan to achieve this**

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
2. Promote a membership pathway, for women/girls and families to progress within the club
3. Have designated Champions/Mentors within the club who can assist and support new participants and members
4. To achieve 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.
5. To meet England Golf's Terms of Affiliation.
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.



ENGLAND  
GOLF

**Signed on Behalf of Cams Hall GC:**

Club Manager/Secretary/ Chairman: **Heather Tubb**

Signed: **22/10/23**

Charter Champion: **Elizabeth Anderson**

Signed: **22/10/23**

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.

	<b>Commitment</b>	<b>Current Situation</b>	<b>How this will be achieved</b>	<b>Date/Progress/Targets/Comments</b>
<b>1</b>	Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns.	<p>Our club currently holds a weekly roll up “Learn to Play Golf” group sessions that rotates between long game, short game and on course elements. We will continue with this and look to add another weekend date to increase participants.</p> <p>Each session is open to between 3-8 players. We currently have a database of 21 Ladies who have previously attended/currently attending the sessions.</p> <p>On our 9-hole course we have added 3 sets of tees in front of the red tees to offer an improvement pathway. Level 1 Pitch &amp; Putt tees (holes 50-80yds), Level 2 Par 3 course tees (holes 100-160yds) and Level 3 Blue tees (par 3’s &amp; 4’s)</p> <p>Our current “Birdies” (lady beginners &amp; novices) group involves a weekly playing opportunity, under the guidance of one of our current lady members.</p>	<p>We will continue to aim to recruit a constant stream of new players into these sessions in 2023/24. We will promote/recruit for this by inviting members to invite their non-golfer friends, plus advertise via our social media channels &amp; local meetup websites.</p> <p>We will look to apply for the EG ‘Women on Par’ pack to help beginners increase their confidence out on the course, and to learn some of the golf etiquette along the way. (We will use this as part of the on-going coaching and “Birdies” group).</p>	We will apply in June for the Women on Par pack in 2024
<b>2</b>	Promote a membership pathway, for women/girls and families to progress within the club.	Our weekly “Learn to Play Golf” ladies group involves 3 levels which are effectively being able to complete the 3 different course lengths before you reach the Red	We will use the beginner / junior sets of tees to encourage participants to get out on the course in the early stages, whereby you have tees set up at:	We would like to have the blue tees on the 9-hole Park Course rated. Subject to costs we will look to have this rated in 2024.

		<p>tees in an average of 3 over par per hole.</p> <p>We have a 9-hole membership on our 9-hole Park Course available for £53 per month, which works as a nice stepping stone to Full Weekday £99/month or Full Golf £139/month.</p> <p>We currently have 8 female Park Members and 123 5&amp;7 day female members</p>	<p>50-80 yards 100-16- yards Par 3s Blues Reds</p> <p>We will look into having a more forward set of tees rated on the 9-hole course to be able to offer participants to enter scores to gain an initial handicap.</p>	<p>We would like to have 24 new participants on to our coaching programme of which we would like to turn 4 in to 9-hole members.</p>
3	<p>Have designated Champions/Mentors within the club who can assist and support new participants and members.</p>	<p>We have a buddy system setup here at the club where lady members volunteer their services to help out the new members and offer them playing opportunities.</p> <p>We currently have 12 members who have put themselves forward for this. Their details are freely accessible via the club website.</p>	<p>We would like to grow the current volunteer workforce and we will work with our EG Club Support Officer to look at volunteer recruitment initiatives.</p> <p>We would like the women / girls that have come through the pathway to become mentors.</p> <p>Our “Birdies” group have a WhatsApp group. This helps to ensure beginners know who they can contact for questions etc.</p>	<p>We would like to increase our buddy network to 18 by 2024.</p>
4	<p>To achieve 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.</p>	<p>As we are a proprietary club, we do not have a Board of Directors.</p> <p>Our General Manager is female and has the following people reporting to her: Deputy General Manager (Male), Heads of Department: - Golf Ops (Male) F&amp;B (Female) Events (Female)</p> <p>We also have two committees - one for the men’s section and one for the women’s section.</p>	<p>To become a Captain of either the Mens or Ladies sections the member would be proposed, seconded then ratified by the management committee</p> <p>Their main roles are to be the principal member of the Club, demonstrate by example the standards of conduct expected of fellow members. Attend committee meetings, organise club matches, Captains Drive-In, Invitation Day Captains Day, attend and drive interest in Social Functions, principal fund raiser for Captains Charity</p> <p>When any volunteer roles are advertised, a role description is provided, and it is advertised</p>	

		In addition, our Ladies' Captain and Men's Captain have equal standing.	widely within the membership so that any member is aware that they are able to apply.	
<b>5</b>	To meet England Golf's terms of affiliation	<ul style="list-style-type: none"> <li>a. To retain the SafeGolf accreditation</li> <li>b. To ensure the club has a suitable ED&amp;I policy</li> <li>c. To ensure the club has suitable Disciplinary procedures in place.</li> </ul>	<p>The management team at the club has approved all the policies and procedures and communicate them with the membership and displayed on the club website.</p> <p>All documentation is up to date and has been shared annually with your local England Golf Club Support Officer. Our Safegolf Accreditation is due to renew on 21<sup>st</sup> April 2024</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>Our ED&amp;I and Disciplinary policies were accredited on 28th June 2023.</p>
<b>6</b>	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
		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