



The R&A Women in Golf Charter



A commitment to a more inclusive culture within golf

We, Chichester 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, Chichester 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 Chichester 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

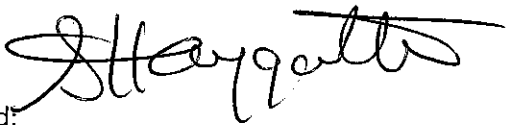
Signatories commit to activate this Charter by:

- 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 level with Chichester 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.

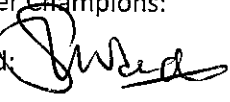
How we at Chichester Golf Club Plan to achieve this

1. Run at least 2 initiatives a year to encourage women and girls to take part in golfing activities with our Get into Golf sessions
2. Be part of Girls Golf Rocks (Successful application for 2020).
3. Incentivising use of driving range for anyone using adventure golf
4. Promote our women and girls' offerings around our venue, on our website and on our social media accounts to encourage local community uptake.
5. Appoint a Charter Champion at Chichester Golf Club who will assist with commitment as well as looking actively for opportunities to further these commitments.
6. Ensure we are Safe Golf accredited with a Welfare Officer appointed.
7. Promotion of the charter
8. Increase the number of lady members at the club
9. Make sure this is part of the business plan

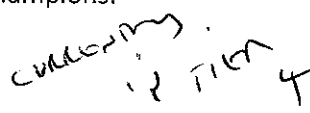
Signed on Behalf of Chichester Golf Club:

Signed: 
Date: 15/12/20

Proprietor

Charter Champions:
Signed: 
Date: 19/12/20

Lady Captain

Charter Champions:
Signed: 
Date: 19/12/20

Lady Vice Captain

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	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
1	Offer at least 2 women only get into golf sessions	Covid -19 impacted running women only sessions will go again in 2021 with new women's only sessions	Promoting via ladies' section and adventure golf course database targeting family's that use the site.	Session set for early April 2021 have these sessions completed by May 2021
2	Deliver the Girls Golf Rocks programme for 2021 targeting beginner girls aged 7-14 years to learn to play golf in a fun and friendly way	Successful application for 2020/21 programme.	<p>Deliver two blocks of six-week consecutive girls-only coaching sessions targeting girls 7-14 Delivered between May to October with the final session delivered out on the course.</p> <p>Ensure the PGA Professional is SafeGolf registered.</p> <p>Promote the programme using the agreed marketing</p>	<p>Taster sessions targeting women</p> <p>Across both sets of coaching blocks our minimum target is 16 (8 girls per block).</p> <p>We aim to convert 7 girls into further coaching and 5 into a form of membership at the club</p> <p>As per the signed Service Level Agreement we are committed to share the data monitoring for the programme</p>

			collateral both internally and to the local community including schools	
3	incentivising use of driving range for anyone using adventure golf	Offer of discounted range ball if they use the Par 3 short course or adventure golf and also leaflets handed out to promote Get into Golf	Continue to offer the range ball £3.50 offer and pushing the Get in to Golf sessions	Keep range ball offer in place and advertise women only get into golf sessions and set a target of at least 50 women through the programme , also we have the junior pathway which encourages juniors to participate in fun and friendly lessons we can set a target of 20 new juniors
4	Promote women in golf and family golf	We are using our social media channel to promote families to Get Into Golf	Use our social media company albatross to design a new campaign to promote this to a wider audience. And set a target of having 30 women into the get into golf programme	Start in early 2021 hopefully covid-19 restrictions will be lifted so we can push this more. We can have a women's only membership push aswel see targets below
5	Have designated Champions/Mentors within the club who can assist and support new participants and members	We to designate a Men and Ladies Club champions as we currently don't have one.	New Club Champions in place to encourage and utilise volunteers (with appropriate role descriptions and training) to act as buddies /mentors for new members and participants Create a clear pathway for new	Champions in place volunteers and procedures to be in complete place by January 2021

			members to become fully integrated into the club.	
6	SafeGolf accreditation	Accredited as of 25/11/20	<p>The management team at the club has approved all the policies and procedures.</p> <p>All documentation is up to date on the England Golf portal and notify our local England Golf Club Support Officer.</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
7	Promotion 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.	<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>We could use our female member of staff Abi or speak with the ladies captain to establish who would be best for this role</p>	The charter Champion to provide England Golf with an annual report on progress on commitments made

8	Increase the number of lady members at the club	<p>538 Male Adult Members 94 Female Adult Members 632 Total Adult Members with 15% being female</p> <p>29 Male Junior Members 2 female Junior Members 31 Total Junior members with 6% being female</p>	Actively promote the ladies' section and competitions using the ladies liaison office and the lady members themselves	Target 10% more lady members and continue to use the ladies buddy system
9.	Add Women in Golf Charter to the club business plan	Need to add to business plan	Discuss with the owner Sally about sharing the 2021 business plan	Talk about the business plan with the members in the committee meetings