

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Tenterden 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, we Tenterden 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 Tenterden 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/board level with Tenterden Golf Club
- 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.

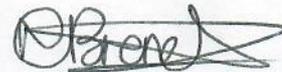
How we at Tenterden Golf Club plan to achieve this

1. Increase involvement of women in the management of and running of the Club at all levels
2. Support the increasing number of women members by enhancing their enjoyment. Increase percentage of women members over several years to over 20%.
3. Increase the number of new women members by around 7-10 per annum via Academy and support their integration
4. To increase the number of juniors, including girls, at Tenterden Golf Club
5. Formally share progress and updates to the Charter with England Golf
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Tenterden Golf Club:

Club Manager/Secretary: Nikki Brenchley
Date:

Signed:



Charter Champion: Wendy Simkins
Date:

Signed:



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
<p>1</p> <p>Increase involvement of women in management of and running of Club at all levels.</p>	<p>*Management Committee currently has 2 women; Management Officer and Club Manager (ex officio and non-voting).</p> <p>*Captain's Committee has 1 woman (Ladies Captain, ex officio) plus officers and 2 non-officer elected members.</p> <p>*There are many less formal Committees/sub-Committees/working groups e.g. Greens, Marketing with limited representation from women</p> <p>*At time of development of the Club, there is opportunity for women to be involved in programmes or initiate new activities</p>	<p>*Prior to Club AGM, specific role descriptions for the Officers to be advertised which are gender neutral. Candidates to be elected by the membership based on individual's ability to provide the skills required.</p> <p>*Positions on Captain's Committee to be well publicised and described to enable women to consider applying. Aim to have at least one woman nominated for Captain's Committee in 2021.</p> <p>*WIG team to be set up in 2020 including Champion</p> <p>*WIG team will identify sub-Committees and groups, make contact with them and identify initial ones to seek women's participation in 2021, and future opportunities</p> <p>* WIG team and Ladies Committee will produce plan for encouragement of women to start or be involved in new initiatives to take the club forward e.g. Club house, fund raising and social.</p> <p>*Ladies Committee to identify, support and encourage women who are suitable candidates to be proposed for election or inclusion starting 2021.</p>	<p>* Aim to have at least one elected woman on Captain's Committee from 2022 latest</p> <p>* Identify and make contact during 2021, implement no later than 2022 onwards</p> <p>* Ladies Committee/Champion to identify in 2021, implement to start no later than 2022.</p> <p>* Ladies Committee to have regular item on agenda on WIG and this item specifically.</p> <p>* Starting 2021 and ongoing thereafter</p>
<p>2</p> <p>Support the increasing number of women members by enhancing their enjoyment of the game and socially. Increase percentage of women members over several years to over</p>	<p>*Current female membership is 108, 17% of the total. It has been temporarily boosted by members from nearby club who may revert in 2021</p> <p>* The course has recently been congested and women have been finding difficulties</p> <p>*Academy is very popular with existing</p>	<p>* New Member Support person will co-ordinate efforts to retain as many of recent new members as possible by personal contact on and off the course</p> <p>*Continue high participation in competitive and social golf on weekly basis (esp. Tuesdays) and ensure adequate tee times are available then and at other times. Ongoing.</p>	<p>* New Member Support person and Committee to monitor</p> <p>* Competition Secretary to monitor tee time availability at key times for women, during and post-Covid, and WIG team to negotiate changes for fair allocation as needed.</p> <p>* Pro to monitor and report.</p>

20%	and newer members and encourages social golf and integration. *Participation in organised competitions (friendly and Handicap) is at recent all-time high.	* Expand popular group lessons to meet demand, probably extra group lesson in 2021 or at least in 2022. Pro will investigate possibility of employing assistant in 2021/2022 * Improve opportunities to play for women outside Tuesday, including for working women. Embrace reputation for friendly Ladies Section by offering more opportunities for social golf at quieter times, away days, fun days etc. *Establish pathway to greater integration of women in club golf by restoring mixed competitions in 2021, offering more fun mixed competitions and contacting male playing group leaders to organise mixed competitions with them.	* Competition Secretary and Champion to monitor summer 2021 needs and resolve for post-Covid situation * Initiate by contacting and assisting organisers of mixed competitions and fun events. Organise more in 2021 and full scale in 2022.	
3	Increase the number of new women members by around 7-10 per annum via Academy and support their integration	*The Academy has proved a very effective route for new members to learn and wish to join the Club * The Academy has also been very positive at creating a friendly social climate between the new golfers and an opportunity for them to meet existing members who encourage their involvement and introduction via social golf. * The Ladies Section has an active programme to support new members * The Tenderden area attracts a lot of active retirees to move here.	*Use the Academy through group coaching by the Pro as the main route to attract new golfers and returners to the sport * Increase group coaching sessions in line with demand, ideally in 2021 *In summer 2020, for Pro to organise introductory golf lessons with coffee mornings after. *Use WhatsApp groups for new members to communicate *Designate New Member Support person from Ladies Section in 2020 to lead programme of support in 2021 (including personal contact with mentors, buddies and playing partners together with initial welcome package, on course etiquette advice, and marking cards for handicap) *Promote TGC as Women friendly club in local area using leaflet drops to new homes, contact with house builders and social media in 2021 and thereafter. * Pro will investigate 'Women to get into Golf' initiative in 2021 and if appropriate will implement	* Monitor new memberships and reasons for joining *Monitor response and expand in 2022 according to popularity * Monitor all these actions from 2021 and ongoing * Marketing Officer to include in 2021 programme and ongoing. * Pro to report findings in 2021
4	To increase number of juniors, including girls, at TGC	* The junior's section has been thriving in recent years and has had very notable successes. There have been a few girls, more are needed for them to feel more	* Initial contacts to be made in 2021 with view to implementation in 2021/2022 academic year * Assistant to be recruited by Pro as	

		<p>comfortable.</p> <ul style="list-style-type: none"> * The Pro has excellent reputation for coaching and supporting juniors * Supportive members, parents and grandparents willing to help 	<p>supportive and welcoming atmosphere for juniors</p> <ul style="list-style-type: none"> * Organise at least one competition with Ladies/Juniors in summer holidays in 2021 and expand thereafter if popular * Club Captain and Ladies Captain to, organise at least one competition with Men/Ladies/junior starting 2022 	<p>demand dictates</p> <ul style="list-style-type: none"> * Aim for 2022
5	Impact measures	<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>Formally share progress and updates/changes to the charter with England Golf moving forward</p>	<p>To provide annual measures to help determine the impact of the charter</p>
6	Promotion of the charter	<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>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>The Charter Champion to provide England Golf with an annual report on progress on commitments made</p>