

**The Isles of Scilly Golf Club**

**Women in Golf Charter**

A commitment to a more inclusive culture within golf

We, at The Isles of Scilly 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 at The Isles of Scilly 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 Isles of Scilly 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 The Isles of Scilly 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 The Isles of Scilly GC Plan to achieve this**

* Aspiring to work towards 30% gender rep. at committee level
* Intro. 6 initiatives per year to encourage women/girls participation
* Identify a “champion” to promote greater female involvement
* Introduce a “member get member” scheme to increase numbers.
* Impact measures
* To be clear regarding where we are, what initiatives are planned and to measure the impact of each initiative, thus promoting effective interventions.
* Promotion of the charter

**Signed on Behalf of XXX GC:**

Club Manager/Secretary: Mike Skaife Signed: Date: 23/10/20

Charter Champion: Phil Roe Signed: Date: 23/10/20



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

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|  | **Commitment** | **Current Situation** | **How this will be achieved** | **Date/Progress/Targets/Comments** |
| **1** | Aspiring to work towards 30% gender rep. at committee level | Only one female member at committee level | Champion to target possible candidates and upscale where necessary. AGM to prescribe minimum levels of gender rep. 20% for ’21 & 30% for ’22. | 2 additional reps. during 2021  3 additional reps during 2022 |
| **2** | Intro. 6 initiatives per year to encourage women/girls participation | Recently added a female as our Club Welfare Officer.  10% membership currently female. | 1. Introduce a female only day 2. Family golf day. Teams to include at least one female 3. “Member get member” female initiative 4. Club Pro to target new female participants through free tuition. 5. Champions to work with Club Steward to propose a calendar of events that will entice more inclusive participation, in both golf and associated social activities. 6. To introduce a “Buddy” scheme offering 1:1 support for new members | Encourage all initiatives during 2021/22  Target- to increase female participation to 15% in ’21 & 20% in ‘22 |
| **3** | Identify a “champion” to promote greater female involvement | Recently identified a “champion” to promote greater gender equity across the membership | 1. Start with male champion leading towards identifying a female “partner” to promote greater equity. 2. Champions to promote initiatives described above. | Target- to increase female participation to 15% of membership in ’21 & 20% in ‘22 |
| **4** | Introduce a “member get member” scheme to increase numbers. | Female involvement currently ad hoc | Champions to identify strategy to start scheme. This to include 1:1 phone calls/use of social media/ blue sky thinking meetings of interested parties. Club IT “expert” to work with club champions to utilise social media in order to promote golf and encourage participation among minority groups. | Increase female membership by at least five during 2021 & ten by 2022 |
| **5** | Impact measures  To be clear regarding where we are, what initiatives are planned and to measure the impact of each initiative, thus promoting effective interventions. | 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.  This to include baseline evidence contained with the IOSGC Strategic Plan together with specific targets derived from evidence above.  Gain evidence which will isolate the impact of the variables, hence allowing further concentration on successful initiatives. | To provide annual measures to help determine the impact of the charter  Current female membership =10%  2021 target = 15%  2022 target = 20%. |
| **6** | Promotion of the charter | To formalise the appointment of 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 Champions to be held to account by full committee in terms of measuring desired outcomes.  Full committee meeting agendas to include “Promotion of the Charter” as a “standing” items at all meetings. | The charter Champion to provide England Golf with an annual report of progress on commitments made.  The club committee meeting minutes to be circulated to all exposing progress against stated targets. |