



Elsham Golf Club Women in Golf Charter

The R & A Charter has provided an opportunity to review the position of Elsham Golf Club. It is a catalyst to take the club to the next level of development.

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
1 A	Deliver 2 targeted recruitment initiatives per year aligning to Golf Foundation and England Golf (EG) initiatives to include families	<p>a) One of the largest Women and Girls sections in Lincolnshire 95 women and 40 girls. 23% of the club is female membership. Yearly Taster sessions/practice sessions for Get Into Golf in April – Girls Golf Rocks Project., satellite clubs, HSBC Golf Roots Projects, & Sportivate cancelled last year due to COVID. Proactive professional team with recognised success in Golf Foundation Presidents Award. Club participates in N.Lincs lockdown challenge</p>	<p>a) Review and reinstate projects if COVID allows. Plan a GIG afternoon to recruit women and family membership. M/M & Charter Champions to form working party to plan 2022 event.</p> <p>b) Charter Champions to create database and follow up/liaise with attendees at Lockdown Challenge with offer of taster sessions.</p>	<p>a) April – June recruitment 10 ladies convert 50 % to membership. 20 GIG attendees in 2022 convert 50% families to membership</p> <p>b) Database created to improve future liaison and gauge success of the projects.</p>
1 B	Promote and improve pathway at Elsham GC	<p>a) Successful initiatives – Academy membership and pathways already in place that are aligned to England Golf and Golf Foundation Initiatives. Academy/Trial membership has 74% conversion rate to full membership.</p> <p>b) Family recruitment pathway not currently in place & no baseline data available at the moment.</p>	<p>a) Marketing team continue to promote/advertise and support existing initiatives and to extend pathway and include initiatives for family recruitment COVID restrictions allowing.</p> <p>b) Charter Champions to create database and work with the team on follow ups, lessons and membership.</p>	<p>a) Review the introductory programme with M/M. Increase female membership by 5% in 2021 Increase/sustain recruitment into Academy membership despite 2021 COVID restrictions</p> <p>b) Database updated to judge success of projects</p>
2	Achieve re-accreditation as a SafeGolf club. Ensure policies and procedures remain up-to-date & are followed through.	<p>a) One of the first 5% of clubs in England to attain the SafeGolf accreditation. Safeguarding Policy & Procedures (SPP) updated annually. 2 Club Welfare Officers (CWOs) in place for 4yrs (1 x male, 1 x female)</p> <p>b) Junior organiser/GSM keeps paperwork up to date re: Safeguarding and Protecting Children (SPC) workshops & Disclosure & Barring Service (DBS) check to ensure all relevant staff & volunteers have up-to-date DBS checks & SPCs inc. Teaching Professionals being SafeGolf accredited.</p>	<p>a) SafeGolf when updated placed on Club website & informed via club newsletter.</p> <p>b) 1 x CWO to complete Time to Listen (TTL) workshop. GSM to ensure SafeGolf accreditation is kept up to-date & produce a SPP guide for members</p>	<p>a) Junior organiser/GSM to ensure all SPCs and paperwork & outstanding DBS checks to be in place by end of April 2021 & sent to EG. When with Safeguarding register.</p> <p>b) GSM to conduct review annual checks/training to be flagged throughout the year.</p>

3.	To achieve and maintain 30% female representation on the Board by actively promoting positions linked to appropriate role descriptors that are not gender specific	<ul style="list-style-type: none"> a) Women & Men Captains with equal status b) 25% female representation on the Club Board. c) 40% female representation on the Board of Trustees & 27% on the Club Committee. d) The club constitution was changed in 2017 to address any gender inequality within the management structure. e) Management Board descriptors are on the website 	<ul style="list-style-type: none"> a) Use EG Governance Guide to identify Board Directors Roles that are more gender neutral b) Ensure a fair and consistent process is maintained for advertisement, assessment & allocation of the positions on Board and Club Committee c) Review all post descriptors to ensure they are gender neutral & based on skills and experience. 	<ul style="list-style-type: none"> a) Maintain current ratios, review and discuss EG Guidance Ensure role descriptors are fair, balanced & gender neutral August 2021 in preparation for the Club AGM b) Updates on Role Descriptors to be placed on Members website by the Manager to maintain transparency – ongoing process
4	Have designated Champions/mentors within the club who can assist and support new participants	<ul style="list-style-type: none"> a) 2 Charter Champions (1 x female, 1 x male) appointed in January. Charter Champions made aware of their responsibilities & of buddy/mentor support that currently exists. Buddy systems in place for women & juniors. b) Membership are not aware of Charter & Champions 	<ul style="list-style-type: none"> a) Charter Champions to support the existing current recruitment campaigns & buddy systems b) Charter Champions to work with Marketing and Membership to survey new women & family members to help improve practice. Champions to report back the positive achievements which can be disseminated regularly in the club. Promote awareness in club of themselves & their roles. 	<ul style="list-style-type: none"> a) Maintain current data regarding Women & Family members & the support received for EG b) Champions to provide monthly updates on progress to appear in Club newsletter, twitter, Facebook, club website & local news outlets Survey results/feedback to M/M to improve practice. Ensure club notice board has up to date information and promotional material displayed.
5.	Create opportunities for women and families to play golf in a variety of formats	<ul style="list-style-type: none"> a) Newsletters from both Captains promote social events, news and competition results. All sections have a variety of single gender and mixed gender competitions b) Some 9 hole competitions for women and juniors. Limited 9 hole comps organised for families c) Club captains and competition organisers assist with finding mixed partners for games & away days Mixed lead works consciously to find partners for anybody expressing a wish to play in the mixed. d) Monthly Friday stableford open to both genders. e) Limited fun competitions 	<ul style="list-style-type: none"> a) Ensure club information promotes support for Women and Juniors b) Increase the no. of 9 hole comps at appropriate times to attract women in employment. c) Increase the no. of social golf events for families & evaluate the no. of mixed comps. d) Ensure members who wish to play in mixed comps. are introduced to partners. e) Consider non standard fun competitions using forward tees or practice ground 	<ul style="list-style-type: none"> a) Information on club website. Newsletter pictures to promote women and families on the course b) 9 hole comps advertised c) 1 Social golf event planned once lockdown restrictions cease in 2021 d) Newsletter request for singles to contact Captain to arrange mixed golf partners
6	Appoint a designated Charter Champion within the club who can assist with promoting and reporting on the Charter	2 Charter champions appointed utilising the role description provided. Additional baseline data of all key measures collected to determine impact of the Charter.	Progress, updates & changes to the Charter recorded and forwarded to England Golf. Charter commitments formally displayed internally & externally via notice boards, website, social media, & welcome booklets.	Annual measures in place to determine impact. Charter Champions to provide England Golf with an annual report on the progress on the commitments

