

R & A Charter Action Plan

The R&A Charter has provided an opportunity to review the provision at Elsham Golf Club (GC). It is a catalyst to take Elsham GC to the next level of development

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
1A	Deliver 2 targeted recruitment initiatives per year aligning to Golf Foundation and England Golf (EG) initiatives to include families	<p>Current Membership numbers</p> <p>Lady Members = 95 + 9 over 80</p> <p>Lady Honorary Members = 3</p> <p>Lady House Members = 6</p> <p>Academy Members = 6</p> <p>Intermediate = 2</p> <p>13 – 25 yrs Girls = 12</p> <p>12 & Under Girls = 10</p> <p>a) Yearly Women taster sessions</p> <p>b) Yearly Junior Taster sessions/practice sessions</p> <p>Proactive professional team - Achieved HSBC Centre of Excellence for the development of Junior Golf</p>	<p>a) Continue to run and promote annual Taster Sessions – and subsequently promote Academy Membership</p> <p>b) Continue to run and promote annual Taster Sessions – and subsequently promote Junior Coaching and Junior Membership</p> <p>HSBC Golf Roots Projects, & Sportivate rearranged due to COVID in 2021.</p>	<p>a) 2 Taster days, aim to convert 50 % to Academy membership.</p> <p>b) Retain overall number of Girls within the Junior Section</p>
1B	Promote and improve pathway at Elsham GC	<p>a) Long running ever evolving Academy, evaluated with positive results. Suggestions taken on board. Drive to retain newer members.</p> <p>b) Family recruitment not currently in place & no baseline data available at the moment.</p> <p>c) Current Junior Section is very bottom heavy in terms of non handicapped members.</p>	<p>a) Continue to run academy. Organize competitions to further develop past Academy Members into established golfers and try and integrate into Womens Section. Professional to develop package of lessons to support beginners post academy. Review of buddy system to help retention of newer members. Survey of members who have joined in past 3 years. Take learnings to further enhance member experience.</p> <p>b) Utilising the Junior Membership data, promote the Adult Taster Sessions</p> <p>c) Develop a “pathway to handicap” for Junior Section. This is to be used to encourage a more complete and progressive journey into golf.</p>	<p>a) Recruit 4 ladies – convert 75% to membership</p> <p>Undertake and evaluate Survey – implement changes to maintain current membership numbers. Review of buddy system undertaken and appropriate action taken. Integration of past academy members into womens competitions when handicap achieved.</p> <p>b) Get 4 non playing parents to attend Adult Taster Sessions</p> <p>c) See progression from non Handicap to Full Handicap. Target 4 WHS Handicaps</p>
2	Achieve re-accreditation as a SafeGolf club. Ensure policies and procedures remain up-to-date & are followed through.	<p>a) Retained SafeGolf Accreditation, all policies in place</p> <p>Safeguarding Policy & Procedures (SPP) updated annually. 2 Club Welfare Officers (CWOs) in place for 4yrs (1 x male, 1 x female)</p> <p>b) The Office to keep paperwork up to date re: Safeguarding and</p>	<p>a) SafeGolf to be placed on Club website & informed via club newsletter.</p> <p>b) The Office to ensure SafeGolf accreditation is kept up to-date. Junior Committee to also implement the use</p>	<p>a) The Office to ensure all SPCs and paperwork & outstanding DBS checks to be in place by end of March 2023 & sent to EG.</p> <p>b) The Office to conduct review</p>

		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.	of Spond – secure App that contains the emergency contact details of Junior Members.	annual checks/training to be flagged throughout the year.
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) 20% female representation on the Club Board (1 out of 5). c) 40% female representation on the Board of Trustees & 43% (3 out of 7) on the Club Committee. d) 50% of female representation on Marketing & Membership (3 out of 6). e) 28% of female representation on Handicap & Comps (2 out of 5). f) 33% female representation on Junior committee g) The club constitution was changed in 2017 to address any gender inequality within the management structure however further review to be undertaken. h) Management Board descriptors are on the website 	<ul style="list-style-type: none"> a) Use EG Support Officer to support the Board Directors to ensure Role Descriptors are gender neutral & based on skills and experience. b) Ensure a fair and consistent process is maintained for advertisement, assessment & allocation of the positions on Board and Club Committee 	<ul style="list-style-type: none"> a) Role descriptors to be reviewed & signed off by August 2022, 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	<p>2 Charter Champions in place (1 x female, 1 x male)</p> <ul style="list-style-type: none"> a) Recognised that some new members may not feel initially settled within the Club, and not fully understand some of the protocol of the club. 	<ul style="list-style-type: none"> a) Look to host informal New Members Nights. This will allow new members the opportunity to ask questions and meet other new members who may be looking for playing partners / Buddies. 	New Members Meeting to be held July 2022. All new members to be invited.
5	Create opportunities for women and families to play golf in a variety of formats	<ul style="list-style-type: none"> a) Mixed Competitions - New lady members are found playing partners if required b) Monthly Friday stableford open to both genders. c) 9 / 18 hole Competitions in place for Ladies of all abilities d) Limited fun competitions 	<ul style="list-style-type: none"> a) Being responsive and adaptable to specific requirements of all parts of the Womens Section b) Fun competitions specifically targeted at Academy Golfers c) Annual Junior & Adult 9 hole Texas Scramble to continue 	<ul style="list-style-type: none"> a) Action to be taken based upon feedback from Survey of New Members b) To be held Summer 2022 c) To be held in line with Junior Captain Changeover - Trophy
6	Appoint a designated Charter Champion within the club who can assist with promoting and reporting on the Charter	2 Charter champions appointed.	<ul style="list-style-type: none"> a) Charter to be reviewed and updated for 2022 b) Promote Charter with Club via newsletter and website 	Report progress back to England Golf Start 2023