



**ENGLAND
GOLF**

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Patron: Her Majesty the Queen

Friday 26th November 2021

Dear Ramsey Golf Club,

Women in Golf Charter – Club Signatory

I was personally delighted to read the commitments that you have made as part of your contribution to the delivery of the Women in Golf Charter.

Ramsey Golf Club will be inspiring other clubs from across the country to develop a more inclusive culture within golf for more women and girls to develop across all levels of the sport. The commitments and targets you have set yourselves are ensuring we continue to develop as a sport and it's fantastic to see you are working on all aspects of the club from club governance to recruitment and retention.

Thank you to all those at Ramsey Golf Club who have worked to implement the Women in Golf Charter to this point and we are looking forward to continuing to work with you to achieve your commitments.

I wish you all the very best and look forward to following your future progress.

Jeremy Tomlinson
England Golf CEO

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Ramsey 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 Ramsey 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 Ramsey 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 Ramsey 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 Ramsey GC plan to achieve this

1. Provide inclusive golfing opportunities and facilities for all levels, both Ladies and mixed. Additionally to actively promote the Women's section internally and externally
2. Promote a membership pathway, for women/girls and families to progress within the club
3. Have designated Champions/Mentors within the club who can assist and support new participants and members
4. To encourage and expect proportional representation on all committees including the Board of Directors
5. To become a SafeGolf accredited club and ensure policies and procedures remain up to date
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Ramsey GC:

Club Chairman: Richard Coles:

Date: 27th November 2021

Charter Champion: Lucy Mills

Date: 27th November 2021

Signed:



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
1	Provide inclusive golfing opportunities and facilities for all levels, both Ladies and mixed. Additionally to actively promote the Women's section internally and externally	Ladies and mixed competitions and matches run throughout the year. competitive and friendly matches available. Welcome packs already utilised for new members with details of cups, comps and matches. competition entry criteria reviewed and amended to be inclusive and representative. At present there is a porta loo available.	Continue to welcome and offer opportunities for new members within the club to become familiar with the sections and events available. Continue to improve and develop new members packages and pathways to continue to encourage and develop opportunities through competitions and matches. Ladies website used to promote and reflect on competitions and events - closed site for members only. Ramsey GC social media account and club website representation on golf committee. Fund raising has been ongoing to upgrade to an eco loo. Research ongoing into an appropriate eco loo and relevant planning requirements. Position identified.	On-going monitoring and review of opportunities eg. Percentages review of ladies entering competitions and ensure all are catered for. The club aims to have the eco loo installed by 31 st December 2022.
2	Promote a membership pathway, for women/girls and families to progress within the club	Current Ladies membership breakdown: Women - 37 Girls - 0	To promote and encourage ladies and girls memberships available, with current membership and public including the website and social media. To provide opportunities for women and girls to try golf and progress to membership through delivery of a series of starter sessions over the year.	The club aims for 40 Women and Girls to attend starter sessions annually with a target of increasing membership by 5 Women and Girls year on year.
3	Have designated Champions/Mentors within the club who can assist and support new participants and members	The club currently has no Mentor/Buddy provision in place.	The club will look to introduce a Mentor/Buddy policy and actively recruit appropriate personnel into the role. Support to be provided via training and continued engagement with our England Golf Club Support Officer.	The club aims to have three Mentors/Buddies recruited and operating by 31st December 2022.
4	To encourage and expect proportional representation on all committees including the Board of Directors	Until recently the board had approximately 30% representation from ladies, that has changed recently with member stepping down, no one from the ladies membership has stepped forwards at this time. Golf committee currently includes ladies elected to the committee and also ladies	To remove any barriers to ladies taking not these roles. To promote and expect equal, representative and meaningful membership to committees and the board. Representation to be sought on relevant decisions and policy development where permanent representation is not in place. To circulate to membership board and committee membership and	To be reviewed regularly at AGM.

5	<p>To become a SafeGolf accredited club and ensure policies and procedures remain up to date</p>	<p>captain and vice. The ladies captain is invited to board meetings. The Club is Safe Golf accredited and has: a. Adopted the required club policies b. Appointed a Club Welfare Officer c. DBS checks are obtained for relevant club personnel. d. Club staff and volunteers have obtained any required qualifications e. PGA Professional(s) are included on PGA SafeGolf Coaches Register.</p>	<p>vacancies. The management team at the club has approved all the policies and procedures. All documentation is up to date on the England Golf portal and notify our local England Golf Club Support Officer.</p>	<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.</p>
6	<p>Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter</p>	<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. The club has appointed Lucy Mills as the 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>Formally share progress and updates/changes to the charter with England Golf moving forward. 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>To provide annual measures to help determine the impact of the charter. The charter Champion to provide England Golf with an annual report on progress on commitments made.</p>