



# **Doncaster Golf Club**

## **Women in Golf Charter.**

### **A commitment to a more inclusive culture within golf.**

**We, Doncaster 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 Doncaster 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 Doncaster GC to unite and to focus on 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 Main Committee level within Doncaster 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 Doncaster Golf Club plan to achieve this**

- **Achieving 20% female representation on the Main Committee & providing opportunities for Ladies to continue being involved in running of club activities**

- On-going implementation of recruitment initiatives targeting women/girls/families.
- Aiming to increase Ladies Section numbers to a minimum of 100 playing members and achieving a balanced representation across age and handicap range.
- Continue to promote the Ladies Section by bringing in new players from all age groups.
- Implementing such initiatives s ‘Get into Golf’ plus planned work in local schools
- Providing volunteering opportunities for women & girls within the club
- Providing on course toilet facilities for females
- Adopting an inclusive approach to female and family imagery displayed throughout the club and website.
- Keep a register of when the key policies and documentation need to be updated and key members of staff and volunteers need to undertake relevant training.
- Impact Measures
- Promotion of the Charter
- Communicate, promote and publicise the charter within and beyond Doncaster Golf Club

**Signed on behalf of Doncaster Golf Club**

<b>Club Chairman</b>	<b>Jon Whiteley</b>	<b>Signed</b>	<b>Date 19<sup>th</sup> February 2021</b>
<b>Charter Champion</b>	<b>Geraldine Kaill</b>	<b>Signed</b>	<b>Date 19<sup>th</sup> February 2021</b>

	Commitment	Current Situation	How to be achieved	Dates/Progress/Targets/Comments
1	<ul style="list-style-type: none"> <li>Achieving 20% Female representation on Main Committee &amp; providing opportunities for Ladies to continue being involved in running of club activities</li> </ul>	<ul style="list-style-type: none"> <li>As of 01/01/2020 of the 9 Main Committee Members, 1 lady elected to Main Committee as Chair of Membership. Currently there are 6 ladies on Club Sub-Committees: 1 on Greens Sub-Committee, 2 on House &amp; Social Sub-Committee, 2 on Golf Sub-Committee and 1 on Admin Sub-Committee. 1 Lady assists Junior Section &amp; Junior Captain is female. We have 2 female Administrative staff &amp; 1 lady Bar Manager. At present Lady Captain has attended one and been invited to one Main Committee meeting...</li> </ul>	<ul style="list-style-type: none"> <li>Actively encourage ladies to apply for Main Committee when suitably appropriate roles become vacant. Continue to support ladies going onto Sub Committees and Ladies Committee.</li> <li>Aim to have 1 elected Main Committee member &amp; Lady Captain on Main Committee – making 20%</li> <li>Pursuing LC being on Main Committee requires a rule change to the Club's Constitution with a proposition being brought forward to the next AGM in 2022.</li> <li>Use England Golf Governance Guide and resources to develop role descriptors, skills matrices and a fair recruitment process</li> </ul>	<ul style="list-style-type: none"> <li>Encourage applications when appropriate over the next 2years.</li> <li>Continue to support ladies on Sub-Committees annually.</li> <li>LC on Main Committee. A proposition being brought to the next AGM in 2022.</li> </ul>
2	<ul style="list-style-type: none"> <li>On-going implementation of recruitment initiatives targeting women/girls/families.</li> <li>Aiming to increase Ladies Section numbers to a minimum of 100 playing members so achieving a balanced representation across age and handicap range.</li> </ul>	<ul style="list-style-type: none"> <li>Currently 69 Lady Members + 15 over 80's</li> <li>We offer competitively priced 'taster sessions.'</li> <li>We offer competitively priced &amp; popular 3-month trial membership.</li> <li>We offer a range of golf &amp; social activities that appeal to all Ladies Membership types.</li> <li>We have a high participation rate in competitions, team matches &amp; friendly golf.</li> <li>We advertise regularly in local sports clubs, gyms, women's institutes, women's circles &amp; in local magazines.</li> </ul>	<ul style="list-style-type: none"> <li>Develop a strategy that identifies which categories of membership to grow – need balance of juniors with adult ladies.</li> <li>Track recruitment/retention. Identify groups of ladies &amp; prioritise their requirements that sets up a pathway for ladies to pursue their golf to the appropriate level.</li> <li>Organise more regular family fun days where Mums, Dads &amp; Children can enjoy time together learning to play golf.</li> </ul>	<ul style="list-style-type: none"> <li>Strategy to be in place by 2021.</li> <li>Increase in Lady Members to 80 playing over next 2 years to 2022.</li> <li>Continue to review numbers at monthly Committee meetings.</li> <li>August 2021 – Complete work identifying groups &amp; their requirements &amp; get feedback.</li> <li>Increase by 10 intermediate level ladies to advanced</li> </ul>

	Commitment	Current Situation	How to be achieved	Dates/Progress/Targets/Comments
3	<ul style="list-style-type: none"> <li>Continue to promote the Ladies Section by bringing in new players from all age groups.</li> <li>Implementing such initiatives s 'Get into Golf' plus planned work in local schools.</li> </ul>	<ul style="list-style-type: none"> <li>8 ladies were elected to full membership in 2020.</li> <li>Adult Ladies currently number 69, Juniors 47 Those in coaching programmes boys 39 Girls 8</li> <li>Club Professional &amp; Assistant have full programme of individual and group coaching.</li> <li>Strong junior section</li> <li>New lady members have a golf mentor/buddy to assist with integration to the club.</li> <li>The section has a range of course &amp; home matches and social golf for all groups.</li> <li>The ladies section organises annual away days and golf weekends for all ladies to play golf and socialise</li> </ul>	<ul style="list-style-type: none"> <li>Actively promote the ladies' section via local advertising in gyms and other sports clubs.</li> <li>Promote all golf events to lady members via the Ladies Committee using regular face to face meetings and other forms of communication prior to the event.</li> <li>Continue to build on a great team on the Ladies Committee capable of managing ladies golfing activities.</li> <li>Review Competition and match performances regularly via member feedback thus informing a calendar of future events.</li> </ul>	<ul style="list-style-type: none"> <li>Review progress of all attempts at promotion at regular monthly Ladies Committee meetings.</li> <li>Review number of ladies participating in meetings and encourage them to become members of the Ladies Committee.</li> <li>Annually review numbers joining or leaving club – with reasons to get feedback as well as ladies participating in competitions, matches and meetings. 2021</li> <li>Target – new Lady members 8-10 and competitive ladies 25-30. Junior Girls 15-20.</li> </ul>
4	<ul style="list-style-type: none"> <li>Providing volunteering opportunities for women &amp; girls within the club</li> </ul>	<ul style="list-style-type: none"> <li>Structure of the clubs various Sub-Committees affords ladies with the opportunity of working on them.</li> <li>Ladies organise and run a variety of club competitions both in house and with other clubs.</li> <li>Ladies organise and help to run club open days as well as family fun days.</li> <li>Club runs several family competitions.</li> <li>The club has a strong and successful Junior section with Junior girls all having playing handicaps.</li> </ul>	<ul style="list-style-type: none"> <li>Research and review the format and timing of family golf events.</li> <li>Create and publicise a calendar of events for the future.</li> <li>Survey members and get feedback to help with the planning of future events.</li> <li>Develop better means of communication and marketing of these events to encourage greater participation.</li> <li>Enlisting the expertise and knowledge of club professional and his assistant as members of the Sub-Committee.</li> </ul>	<ul style="list-style-type: none"> <li>Update the club website to improve communication from 2021 onwards.</li> <li>Membership Sub-Committee to review its work and progress at regular monthly meetings.</li> <li>Club professional and his assistant members of Sub-Committee from 2020 onwards, regularly review their work</li> </ul>

	<b>Commitment</b>	<b>Current Situation</b>	<b>How to be Achieved</b>	<b>Dates/Progress/Targets/Comments</b>
<b>5</b>	<ul style="list-style-type: none"> <li>• Providing on course toilet facilities for females</li> </ul>	<ul style="list-style-type: none"> <li>• The club has had on course toilet facilities for the past 25 years, it also has toilet facilities within the clubhouse, in the foyer and ladies' locker room.</li> <li>• The club has recently refurbished the upstairs toilet facilities adjacent to the main function room for use at both club and outside functions.</li> </ul>	<ul style="list-style-type: none"> <li>• The club will endeavour to maintain, decorate and refurbish the toilet facilities at the halfway house.</li> <li>• To ensure adequate and appropriate funds are made available for the upkeep of said amenities and facilities.</li> </ul>	<ul style="list-style-type: none"> <li>• The House/Social Sub-Committee will make on-going checks from 2021 to ensure these facilities are kept in tip-top condition</li> </ul>
<b>6</b>	<ul style="list-style-type: none"> <li>• Adopting an inclusive approach to female and family imagery displayed throughout the club and website.</li> </ul>	<ul style="list-style-type: none"> <li>• The club has recently upgraded the photographs and honours boards displaying female imagery.</li> <li>• Recently celebrated 100 years of ladies playing golf at Doncaster.</li> <li>• Images of said event displayed in the club and local press.</li> <li>• Promotion of ladies supporting charity events with local publication. Regular newsletter showing positive images of women and girls with their successes.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing upgrading of boards and display areas.</li> <li>• Provision of a dedicated publicist, possibly the club professional, promoting images via his website and flyers.</li> <li>• Review and upgrade the club website accordingly</li> </ul>	<ul style="list-style-type: none"> <li>• The Membership Sub-Committee to liaise with Administration Sub-Committee and Main Committee to investigate ways of developing/promoting images via all areas of communication, website, newsletter, display boards, social media etc.</li> </ul>
<b>7</b>	<ul style="list-style-type: none"> <li>• Impact Measures</li> </ul>	<ul style="list-style-type: none"> <li>• 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</li> </ul>	<ul style="list-style-type: none"> <li>• Formally share progress and updates/changes to the Charter with England Golf moving forward</li> </ul>	<ul style="list-style-type: none"> <li>• To provide annual measures to help determine the impact of the Charter</li> </ul>
<b>8</b>	<ul style="list-style-type: none"> <li>• Promotion of the Charter</li> <li>• Communicate, promote and publicise the charter within and beyond Doncaster Golf Club</li> </ul>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Doncaster has a website, newsletter and the club professional DH golf performance site with regular updates and information</li> </ul>	<ul style="list-style-type: none"> <li>• The Club will formally display the Charter commitments internally and externally on Club noticeboards, website, social media, membership packs and utilise the England Golf press release.</li> <li>• Formally display details of the charter both internally and externally using notice boards, website, social media, membership information packs and golf magazines</li> <li>• Social media sites??</li> </ul>	<ul style="list-style-type: none"> <li>• The Charter champion to provide England Golf with an annual report on progress on commitments made.</li> <li>• Ongoing</li> </ul>

