

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Hythe 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 Hythe 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 Hythe 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 Hythe 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 HYTHE GC Plan to achieve this


1. Promote a membership pathway for women/girls
2. Ensure that women are represented at all levels within the club
3. Promote ways to encourage women and girls to join Hythe Golf Club
4. To maintain the SafeGolf accreditation and ensure policies and procedures remain up to date
5. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of HYTHE GC:

Club Manager/Secretary: Matt Hart
Date: 15-6-22

Signed: 

Charter Champion: Sue Gladwin
Date: 15-6-22

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 Promote a membership pathway for women/girls	No specific system in place	Coaching to be offered to females as organised by our professional and to be communicated at their monthly meeting. Implement buddy scheme so that new members are mentored and integrated fully into club life. Encourage new members to participate in Club competitions which are drawn to ensure fully integration. Pathway communicated to new members via a welcome email.	To be put in place by Hythe Golf Club by December 2022
2 Ensure that women are represented at all levels within the club	Currently we have one female green staff, two on management committee and two office staff	Hythe Golf Club will encourage females to apply for positions when they become available. Circulate role/job descriptors when positions become available encouraging female applications and will ensure that they are advertised throughout the whole club.	To be reviewed as and when positions become available
3 Promote ways to encourage women and girls to join Hythe Golf Club	No promotion currently in place	Will organise an open day. This will be promoted via social media, on our website and with posters in the clubhouse. It will also be promoted via the existing membership and word of mouth. We will also communicate with the local schools.	Open day to be held in August 2022. We aim to attract 3 new women/girls into full membership by Dec 2022.
4 To maintain the SafeGolf accreditation and ensure policies and procedures remain up to date	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	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. We completed 12 th February 2021 Our annual review date is 16 th March 2023	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
5 Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter	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 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.	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	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