**Club Sign up Guidance for R&A Women in Golf Charter**

Wales Golf and the R&A are encouraging golf clubs to adopt the Women in Golf Charter and to join us in developing a culture that values women’s involvement in every aspect of the sport.

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.

Wales Golf commits to playing a leading role in the process and to working with clubs towards achieving this goal.

Here are a list of commitments, ideally we would like to see at least **one** in each key area within your charter.

***Key area - More females (and young people) in decision making and volunteer roles***

* Achieving 30% representation of either gender (or to increase female representation) on our board
* To have one club captain which can be male or female and appointed through a fair, transparent and skills-based selection process
* Introduce a nominations committee to proactively recruit a more diverse board based on skills
* Encouraging more young people to be involved in the running of our golf club e.g. Young Ambassador, Junior Club Captain
* Promoting and providing volunteering opportunities for women and girls within our club

***Key area - More women, girls and families playing golf***

* Adopting equality of membership (except where the club has decided the need for positive action measures to increase under represented sections).
* Ensure tee-times are available at peak times for female members e.g. Saturday mornings
* Making the switch from gender-based tees to ability-based tees
* Running more mixed competitions at peak times e.g. Saturday mornings
* Staging male and female competitions at the same time
* Delivering recruitment initiatives targeting women/girls/families
* Addressing strategies to support female retention
* Implementing a membership pathway for women and girls to progress within our club structure
* Supporting national women and girls campaigns addressing perception, recruitment and/or retention e.g. women and girls week
* Combined Prize giving / Presentations

***Key area – More welcoming and inspiring environments for women, girls and families***

* Providing on course toilet facilities for females
* Adopting an inclusive approach with female and family imagery displayed throughout the clubhouse and marketing (including the website)
* Develop facilities to encourage beginner golfers. E.g. short courses.

You may want to include other priorities your club needs to address to be inclusive for females and families within your golf club

**Next Steps**

Once your commitments have been selected you will need to complete the following:-

* Recruit a club ambassador(s) male or female responsible for supporting and monitoring the commitments and to act as a main point of contact.
* Commit to completing a charter committee survey and members survey upon signing and thereafter annually to monitor progress
* Create an action plan and assign timescales and responsibilities to each pledge.
* Link all commitments to your club’s business plan
* List your commitments on your own club’s headed paper
* Once agreed, share your commitments on social media and with your membership to ensure buy-in #womeningolfcharter
* A signed copy should be emailed to your Wales Golf Development Officer along with the contact details of the club’s Women in Golf Charter ambassador (s) with relevant signed contact permission.
* Support from Wales Golf will be available to help you achieve your pledges.

Once completed, your commitments will be listed on the Wales Golf website.

For further clarification please contact your Wales Golf Development Officer.