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**WOMEN & GIRLS IN GOLF CHARTER PLEDGE**

Monmouth Golf Club is fully committed to “The Women & Girls in Golf Charter” by ensuring that all aspects of the Club are fully integrated & inclusive to all members, staff and visitors. Monmouth Golf Club further commits to actively work towards increasing participation in golf for women & girls.

**Current Position**

* The Club’s Constitution is fully inclusive and complies with all current Equal Opportunities Legislation
* Men’s & Ladies’ Captains have equal status & are voted for by the membership
* Club President can be of either gender
* Club Captain can be of either gender
* All committees are fully integrated and open to all:
	+ Management Committee is currently 25% female, but previously has been as high as 40%
	+ Golf Committee is 20% female, Handicap committee is 50% female
* All members have equal status
* Equal reserved tee times for men & women, all other tee times are open to all.
* Run 9 & 18 hole competitions during the week and at weekends
* Provide competitive golf with a team in the MonGlam League and 8 friendly matches with Clubs in Monmouthshire, Herefordshire & Gloucestershire
* Recently recruited a Woman Clubhouse Manager from business.
* Female facilities are provided at the 12th hole.
* Imagery in the Clubhouse reflects photographs of Current Officials and Course artwork. Previous Club Captains etc., where applicable, are displayed in the relevant locker rooms.

**Future Initiatives**

* Work with Wales Golf to ensure female recruitment & retention by:
	+ Participate in “New2Golf” recruitment scheme
	+ Contact with local schools to encourage girls to play
	+ Advertise on Club website & all social media
	+ Liaise with local Chamber of Commerce to access local businesses
* Design a shortened course for girls/beginners
* Facilitate female/girls coaching for beginners and current membership
* Fully integrated Club competitions
* Fully integrated Club Opens
* Family Competitions, Club & Opens
* Gain attendance for our Club Manager on the “Women in Leadership” program
* Place on website and Club noticeboard that the Club is committed to the “Women & Girls Charter”.
* Encourage social activities for women at the Club e.g. Bridge nights, Slimming World/Weight Watchers

**MGC will commit to:**

* Ensure that the Club’s Constitution remains fully compliant with all Equal opportunities Legislation
* All Committee appointments remain open to all
* All Club paid positions are open to all
* Work with Wales Golf to deliver the “New2Golf Scheme”
* Work to increase the numbers women and girls by offering membership initiatives & trial membership
* Maintain our current equal & fair allocation of tee times using the BRS system
* Continue to run 9 & 18 hole competitions on weekdays and weekends with reserved tee times
* Continue to provide competitive golf
* Provide integrated competitions, both Club & opens
* Encourage family golf
* Actively market golf to women & girls via Club website, social media, local businesses, school liaison officers
* Provide new member golf events to ‘meet & greet’ new members
* Maintain a record of current members availability to play with new members
* Design a short course for girls and beginners
* Appoint a Club ‘Charter’ representative to the Management Committee
* Undertake quarterly reviews to assess progress
* Gaining a place on the “Women in Leadership” course for our Clubhouse Manager.

Garth Lamb Alan Cairns

Club President Chair of Management Committee

Lillian Rawlinson-Winder Emma Henry

Ladies’ Captain Clubhouse Manager