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**Women in Golf Charter**

The Main Committee at South Pembrokeshire Golf Club are delighted to be a part of the Women in Golf Charter, we are committed to offering Inclusivity across the board to Members, Visitors and our Employees by ensuring that the Governance Guide is followed and that Best Practises continue.

**We are proud to have achieved up to date: -**

* 2 female employees running the day to day of the clubhouse, House Manager and Secretary.
* 8 girls out of 20 youngsters took part in our 2019 new2golf Junior scheme, making this 40% participation of young girls between the ages of 6 - 10yrs.
* We had 39 adults take part in 2019 new2golf, 21 were ladies, making this 54% participation by woman.
* Special membership initiatives are provided for those wanting to join the club following the New2Golf sessions.
* Our membership increased by 20% by the end of November 2019 due to the success of new2golf. We had 167 members in 2019 and increased to 201.
* 13 2019 New2golf Ladies have been integrated into the Ladies Section, making this a 68% increase.
* We now have 32 affiliated ladies in the ladies section.
* 9 2019 new2golf ladies signed up to coaching sessions that started in mid February 2020 with PGA Professional SB.
* The ladies section have coaching sessions with RR.
* Ladies Competitions are held on a Sunday & Wednesday so working ladies can still enter the weekly competition.
* There are 6 ladies on the Main Committee out of 13, 5 ladies on the Social Marketing out of 7, (1 lady is the Chair), 1 lady on the Greens out of 4 and 1 lady on the Match & Handicap out of 7.
* We offer Inclusivity for ladies to represent SPGC as Chairpersons in Committees, Club Captain, President or a Director.
* One of our ladies is a Director on our sister company, West Pennar Properties.
* The elected lady Club President from 2002-2005.
* Mixed friendly foursomes are played once a month and open to all.
* Master Scoreboard tee times are open to both Men and Woman.
* Although inclusive to all, 32 adults have now started 2020 new2golf lessons, 22 ladies and 10 men are taking part, making this 69% of participation of ladies.
* We have 8 ladies and 3 men on a waiting list for April 2021 new2golf.
* New2golf Inter-club matches have taken place with Haverfordwest Golf Club once a month, we take it in turns to host.
* Gained Junior Accreditation in 2019.
* We were shortlisted for Walesgolf “Club of the Year 2019”.
* One of our ladies was awarded Walesgolf “Volunteer of the Year 2019”.
* We have recruited 1 female Ambassador.
* We are working within the community such as Hundleton Lunching, Pembrokeshire Friends, NAS Pembs and the Ladies Rotary Inner Wheel amongst others. We are collaborating with PAVs and are offering free golf sessions to people with Dementia and Alzheimer’s that started mid January 2020.

**We will commit to:**

* Continue to maintain all aspects of the Clubs Governance Structure and continuously update our policies.
* To advertise on our website and social media pages to offer ladies and girls golfing opportunities.
* To complete some renovations in and outside of the clubhouse.
* To apply for grants to improve the club’s facilities for all.
* Promote the Women in Golf Charter and encourage more women and girls to play golf.
* Promote Inclusivity across the club and golf course.
* To advertise and continue the new2golf scheme from January 2021, open to all and ready to start in April 2021.
* To offer new2golf membership initiatives.
* Aim to increase our membership by 10% year on year.
* Aim to increase membership in the ladies section by 20% year on year.
* Aim to increase Junior Section numbers by 5% year on year.
* Continue with the inter-club matches once a month between SPGC, Haverfordwest & Derllys for 2019 new2golfers, 2020 new2golfers will be introduced September 2020.
* To continue Academy weekly coaching sessions for 2019 new2golfers with a PGA Professional. 2020 new2golfers to be introduced.
* To continue Junior Academy coaching sessions for the juniors with a PGA Professional.
* The ladies section to continue to have coaching sessions with RR on a monthly basis.
* Taster Sessions in schools early 2021 in schools with funding from Golf Roots, aimed at girls but open to boys too.
* To advertise and offer Free Taster Sessions February/March 2021 to all.
* To encourage more ladies to volunteer for the committees.
* Encourage ladies to play any day of the week using master scoreboard.
* To offer a varied range of Mixed Competitions for all.
* Work towards gaining the Disability Club Award with Walesgolf.
* Our Ambassador to lead the way to ensure that the women in golf charter is promoted and remains on the agenda in the main committee.
* To continue with our work with the community.

We are committed to achieving our pledge and to continue working with Walesgolf to ensure an Inclusive culture across the golf club.

**John Parsons David Harris**

Main Committee Chairman President

Club Captain/Director

**Jeff Teague Shan Thomas**

Director Lady Captain

**Paul Grimwood Donna Grimwood**

Director Secretary/Lady Ambassador