



The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Pine Ridge 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 Pine Ridge 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 Pine Ridge 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 Pine Ridge 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 Pine Ridge GC plan to achieve this

1. Create and deliver a Learn to Play Golf pathway which supports the recruitment of women
2. Create and deliver a pathway which supports the recruitment of girls
3. Promote a membership pathway to support the retention of women and girls at Pine Ridge
4. To maintain our Safegolf accreditation, ensuring policies and procedures are up to date - Safe Golf was achieved on 30th March 2021 and we will make sure that the safeguarding register is kept up to date ready for the annual review in 2022.
5. Appoint a designated Charter Champion within the Club who can assist with the promotion and reporting of the charter

Signed on Behalf of Pine Ridge GC:

Club Manager/Secretary/ Chairman: Richard Woolley
Date: 19/05/22

Signed:

Charter Champion: Harriet Key
Date: 19/5/22

Signed:

These objectives will be embedded into the club business/operational 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/Tar-gets/Comments
1	Create and deliver a Learn to Play pathway which supports the recruitment of women	16 women introduced to golf through Learn to Play programmes in 2021 (1st April-30th September). We have 7 women in the 2022 programmes so far.	Learn to Play Golf Pro-grammes - 3 x 10 week be-ginner programmes planned to start each quarter. One per quarter will be for ladies only.	Target - introduce 20 women to golf in by 31st October 2022 with 50% converting into the SLP or re-tained in coaching
2	Create and deliver a pathway which supports the recruitment of girls	5 girls attending weekly junior academy pro-gramme as of April 2022	Introduce a girls' only group into the Junior Academy Pro-gramme. This will start with the Girls Golf Rocks scheme and then transition into weekly programmes, once GGR has finished..	Target - enrol 15 girls into the Junior Acad-emy Programme by June 2022, retaining 75% into January 2023. *In reality, I would be looking at this on a rolling basis of having 10 girls in the junior academy at all times as it is a year round pro-gramme
3	Promote a mem-bership pathway to support the reten-tion of women and girls at Pine Ridge	Currently the club has 36 female members out of a total membership of 168.	Introduce Social Learner Pro-gramme (SLP) - this will in-clude weekly clinics, practice clubs and improver groups to bridge the gap between be-ginner group lessons and club membership / golf course play	Enrol 10 women into the SLP, attending weekly coaching. This could be any of the group clinics or 1-1 coaching
4	To maintain Safe Golf accreditation	All coaches up to date as of April 2022	Ensure all policies and pro-cedures are kept up to date, in addition to making sure that all relevant coaches have valid DBS and SPC certificates.	Ensure that the safe-guarding register is kept up to date ready for the annual review in 2022.

5	<p>Appoint a designated Charter Champion within the Club who can assist with the promotion and reporting of the Charter</p>	<p>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</p> <p>Formally share progress and updates/changes to the charter with England Golf moving forward</p> <p>To provide annual measures to help determine the impact of the charter</p> <p>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.</p> <p>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release</p> <p>The charter Champion to provide England Golf with an annual report on progress on commitments made</p>	<p>Formally share progress and updates/changes to the charter with England Golf moving forward</p> <p>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release</p>	<p>To provide annual measures to help determine the impact of the charter</p> <p>The charter Champion to provide England Golf with an annual report on progress on commitments made</p>
---	-----------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------