

The Millbrook Women in Golf Charter

A commitment to a more inclusive culture within golf

We, The Millbrook 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 The Millbrook 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 The Millbrook 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 The Millbrook 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 The Millbrook GC plan to achieve this

1. Achieve an increased participation of female representation on our Board of Directors and committees by actively promoting these positions and ensure Women in Golf is a discussion item at all Management Meetings
2. Increase participation of Girls in The Millbrook GC by driving membership of a Girls Junior Section
3. Promote a membership pathway, for women/girls and families to progress within the club
4. Increase participation of Women/Girls in Competitions
5. Have designated Champions/Mentors within the club who can assist and support new participants and members
6. To become a SafeGolf accredited club and ensure policies and procedures remain up to date

Signed on Behalf of The Millbrook GC:

Rob Brightman – Manager

Signed:

Date:

Helen Masters - Charter Champion:

Signed:

Date:

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/Targets/Comments
1	Achieve an increased participation of female representation on our Board of Directors and committees by actively promoting these positions and ensure Women in Golf is a discussion item at all Management Meetings	Not discussed	Ensure Women in Golf is an Agenda item so the topic is reviewed at least bi-monthly Identify position on management team to be filled specifically by a women/ Potentially be the Lady Captain or a person nominated by the Ladies Section	* Commencing Jan 2021 * To be discussed at next management meeting
2	Increase participation of Girls in The Millbrook GC by driving membership of a Girls Junior Section	We have very few Girls playing	By reaching out to local schools to offer tester sessions at schools and then invite them to organised group lessons at The Millbrook	* The Millbrook professionals to contact local schools offering taster sessions to girls only with follow up 'paid' sessions at the club Commencing April 2021 (COVID permitting)
3	Promote a membership pathway, for women/girls and families to progress within the club	Very few family groups involving daughters play at The Millbrook	Encourage mother & daughter sessions Reduce the cost for women / girls	* Advertise and Arrange "Get into Golf" sessions for women & girls of all ages at The Millbrook. Pricing to be affordable * offer preferred subscriptions to Women Golfers until we have a more significant number Commencing April 2021 (COVID permitting)
4	Increase participation of Women/Girls in Competitions	Participation is limited	Increased women / girl membership through objectives 2 & 3 listed above	* Ensure other objectives are progressing correctly

5	Have designated Champions / Mentors within the club who can assist and support new participants and members	No Charter Champion currently exists	Identify a suitable candidate to be approached	* To be discussed at next management meeting
		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	Formally share progress and updates/changes to the charter with England Golf moving forward	* To provide annual measures to help 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.	The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release	* The charter Champion to provide England Golf with an annual report on progress on commitments made
6	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	Adopted the required club policies Appointed a Club Welfare Officer DBS checks are obtained for relevant club personnel Club staff and volunteers have obtained any required qualifications 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 expect to complete by 31 st Dec 2020 Our annual review date is December Management Meeting	* Review Safeguarding at every management meeting * 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