

The R&A Women in Golf Charter – The Millbrook

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 increased participation of female representation on our Board of Directors and committees
2. Increase junior membership at The Millbrook with a focus on promoting participation opportunities for junior Girls
3. Promote a membership pathway for women/girls and families to progress within the Club
4. Introduce forward tees to encourage new and existing golfers to play
5. To maintain SafeGolf accredited status and ensure policies and procedures remain up to date
6. Appoint a designated Charter Champion within the Club who can assist with the promotion and reporting of the Charter
7. Promote a welcoming environment for women

Signed on Behalf of The Millbrook GC:

Rob Brightman – Manager
Date: 09/07/21

Signed:



Val Freed - Charter Champion:
Date: 09/07/21

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/Targets/Comments
1	Achieve increased participation of female representation on our Board of Directors and committees	6 Directors including 1 Female Director 1 Lady on Handicaps & Comps 1 Lady on House Committee 1 Lady on Management Committee	Women in Golf is a discussion item at all Management Meetings Advertise a list of Board and Sub-committee roles, term length, list of successors, highlight upcoming openings, and outline the recruitment process for these roles. Establish a succession plan for future ladies Captains and ladies committee members.	From January 2021, Women in Golf Charter is a regular agenda item and the Women in Golf champion in management meeting. Lady Captain, or in her absence, a nominee of the lady's section to be invited to management meetings Director's term of office runs for a fixed term of 3 years. When a position becomes available Ladies will be encouraged to put their names forward. Female members will be encouraged to join committees
2	Increase junior membership at The Millbrook with a focus on promoting participation opportunities for junior Girls	13 Junior Members 0 Junior Girls	The Professional Team have two school links and will be trying to arrange taster sessions in schools in the 2021/2022 school year.	Following school taster sessions, children will be welcomed to the Club for group coaching. We plan to host 1 follow up School coaching session per month, Covid restrictions permitted. Option for Girls only sessions if the demand is available.

				<p>Review the Girls Golf Rocks opportunity in 2022 after the school connection has been established.</p> <p>By the end of 2022 we hope to have 4 number of junior girls.</p>
3	<p>Promote a membership pathway for women/girls and families to progress within the Club</p>	<p>2018 – 30 female members 2021 – 21 female members</p>	<p>Host a Women on Par event in 2021</p> <p>Promote the event and future pathway opportunities on Local community Facebook pages /Instagram / Twitter</p> <p>Advertise internally to the membership</p>	<p>Utilise previous successful “Get into Golf” strategy to plan future offerings.</p> <p>Formulate 2-3 year pathway, from taster sessions, into academy (100 hole) packages and full memberships.</p> <p>Promote Flexible membership option to prospective females</p> <p>We plan to host 1 Women on Par event in 2021. We plan to have 6 women join us for the event.</p> <p>Assuming the success of Women on Par and individual coaching we will offer a pathway programme to any number of females that are interested.</p> <p>By 2023 we hope to have welcomed 4 new females to flexible and full membership.</p>

4	Introduce forward tees to encourage new and existing golfers to play	Perceived as a challenging golf course for female golfers and beginners	<p>Insert discs in the ground for forward tees.</p> <p>Create a scorecard for general play use from the forward tees</p>	Trial Green Tee's in 2021 and pay to have the course rated if there is a demand for it.
5	To maintain SafeGolf accredited status and ensure policies and procedures remain up to date	All documentation is up to date	<p>Adopted the required club policies</p> <p>Appointed a Club Welfare Officer</p> <p>DBS checks are obtained for relevant club personnel</p> <p>Club staff and volunteers have obtained the required qualifications</p> <p>PGA Professional(s) are included on PGA SafeGolf Coaches Register</p> <p>The management team at the Club has approved all the policies and procedures.</p>	<p>Safeguarding review as an agenda item at every management meeting</p> <p>Golf Club Manager maintains a register of staff and volunteers, ensuring that checks and documentation are kept up to date.</p>
6	Appoint a designated Charter Champion within the Club who can assist with the promotion and reporting of the Charter	<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>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>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>

7	Promote a welcoming Club environment for females	3% of total members are female Women's clothing is not currently displayed in the pro shop.	Survey existing female members to see how they could feel more welcome in the Club Work with the Professional Team on featuring some female-focused items in the shop.	Introduce a female clothing/sock collection in 2021 Collate current female members opinions and see how the Club can facilitate any of these to make potential new female members feel welcome
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