

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Bramshott Hill 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 Bramshott Hill 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 Bramshott Hill 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 Bramshott Hill 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 Bramshott Hill GC plan to achieve this

1. Deliver a minimum of two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns.
2. Promote a membership pathway for women/girls and families to progress within the club.
3. Have designated champions/mentors within the club who can assist and support new participants and members.
4. To achieve and maintain 30% female representation on the Board by actively promoting these positions linked to appropriate role descriptors that are not gender specific.
5. To become a Safe Golf accredited club 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.

Signed on Behalf of Bramshott Hill GC:

Club Manager/Secretary/ Chairman: Lynn Dunkason

Signed: *L P Dunkason*

Date: 23/05/23

Charter Champion: Linda Compton

Signed: *L A Compton*

Date: 23/05/23

Women in Golf Charter

These objectives will be embedded into the Club business 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/Target/Completion
1.	Deliver a minimum of two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns.	<p>The ladies committee agreed to explore the Women in Golf Charter, whereby it was agreed to try to develop women's golf at BHGC via the following initiatives:</p> <ul style="list-style-type: none"> • increase the presence of lady members on the Club • develop schemes to increase young women and girls <p>An informal action plan was developed and</p> <p>GGR programme success for 2023</p> <p>Club has been selected for a Ladies County competition which will be held October 2024.</p>	<ul style="list-style-type: none"> • Meet with England Golf Hampshire link for Women in Golf Charter to see what more the Club needs to consider. • Revise current objective template to fit with England • Present final Charter to Board <p>Linda Compton and Nathan Cook with run the programme and support it</p> <p>County organisation</p>	<p>September 2022 – Sue Lewis, Linda Compton and Jane Physick met with Kate Dymott from Hants Ladies Golf to review what has already been happening and the next steps.</p> <p>October 2022 - Revised by Jane,</p> <p>Finalised March 2023 with Kate's help.</p> <p>May 13th -June 17th 2023</p>

2.	<p>Promote a membership pathway for women/girls and families to progress within the club.</p>	<p>Most recent new lady members join BHGC having started their golf with Mytime Active beginners / back to golf Wednesday group.</p> <p>March 2021 – a Club-wide project was initiated by the junior golf organiser (StevePrice) in liaison with MyTime Active and Nathan Cook, golf pro to re-start a junior membership at BHGC and encourage new young golfers to Dibden Golf Centre.</p> <p>A concerted attempt to introduce more girls to golf</p>	<ul style="list-style-type: none"> • Continue to deliver recruitment initiatives to the Wednesday ladies' group via identified support • Encourage new ladies by opening up membership to 9 hole • Contact local schools etc/ have an adult/girl event • Ladies section to participate in Club-wide project to develop new junior section. • GGR application successful 2023. We will signpost and encourage girls to join junior section. There will continue to be opportunities for girls 'only' golf with a view to gradual integration • Provide volunteering 	<p>October 2022 - 6 Ladies have joined BHGC from the Wednesday group in 2022.</p> <p>2 of the new</p> <p>Linda Compton is the lead in the ladies' section participating in the Club project. Linda became the junior organiser November 2022. Dibden hosted an England Golf activator course for club member volunteers – 8 BHGC members attended along with 3 visitors. This will be utilised for GGR programme GGR will run from 13/05 - 17/06 -10am -11am. Hoping for 12 girls and then introduce them to Summer sessions Five lady volunteers support the junior golf organiser through initiatives such as the junior Wednesday and weekend sessions. Five have now completed their</p>
----	---	--	--	--

<p>3.</p>	<p>Have designated champions/ mentors within the club who can assist and support new participants and members.</p> <p>Promote women in golf and 'keeping women engaged' in golf.</p>	<p>Hilary Bell provides support to the Mytime Active Wednesday ladies group.</p> <p>The ladies' section has a buddy system in place for new lady golfers to include organising handicap cards, playing in the Thursday concession and learning about rules and the various competitions.</p> <p>The ladies section has opened up the short 9 hole course to regular competition for those ladies struggling to play 18 holes</p>	<ul style="list-style-type: none"> • Attend Wednesday ladies' group, organise the weekly play and monthly competitions, help with rules, scoring and the different competitions. • Continue with buddy system. • Offer to play with Wednesday ladies introducing them to the 18 hole course. • Increased tee time availability and increase 	<p>Hilary Bell continues to support the Wednesday ladies' group.</p> <p>'A Welcome Event' arranged for 27/4/23</p> <p>Hilary Hanmore continues as the ladies' section buddy for new members with 3 committee members also identified as buddies.</p> <p>Various groups of ladies offer to play the 18-hole course with potential new members on a casual basis and to complete handicap cards.</p> <p>A number of experienced lady members offer to play with new members in the Thursday concession</p>
-----------	--	--	---	--

4.	To achieve and maintain 30% female representation on the Board by actively promoting these positions linked to appropriate role descriptors that are not gender specific.	<p>December 2020 – in addition to the ladies captain and secretary, two more ladies were voted onto the main Club committee.</p> <p>January 2023 - new Board commences</p>	<ul style="list-style-type: none"> • Encourage ladies to join the Club committee. • Review Club structure and constitution (Moving the Club Forward) to promote more equality and inclusiveness. • Introduce new Club structure and constitution. 	<p>Moving the Club Forward and revised constitution accepted by members in October 2022, ensuring at least 2 ladies on the main board.</p> <p>New Club structure and constitution came into being in January 2023 and sections have equal representation. The new Chair is a Lady with 3 other ladies on the Board.</p>
5.	To become a Safe Golf accredited club and ensure policies and procedures remain up to date.	<p>July 2021 – Bramshott Hill GC started the Safegolf process by:</p> <ol style="list-style-type: none"> a. Adopting the required club policies b. Appointing a Club Welfare Officer c. Obtaining DBS checks for relevant club personnel d. Obtaining any required 	<p>The club committee team has approved all the policies and procedures. All documentation is up to date and has been shared your local England Golf Club Support Officer.</p> <ul style="list-style-type: none"> • Our annual review date 	<p>Linda Cooper is the Club became an accredited Safe Golf Club in 2021 which was renewed in 2022. Policies and procedures on the notice board and Club website.</p>

6.	Appoint a designated Charter Champion within the club who can assist with the promotion and			Hilary Bell with work along side Linda Compton