



PRESTWICH GOLF CLUB



Women in Golf Charter

In association with the R&A and England Golf



ENGLAND
GOLF

Our commitment to a more inclusive culture within golf.

We, Prestwich Golf Club, call on everyone involved in golf to play their part in developing 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
- ❖ In order to achieve this goal and to enable women to flourish in 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 the sport 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, Prestwich Golf Club 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 Prestwich Golf Club, to unite and focus gender balance at all levels.
- ❖ Commits us all to supporting measures to increase the numbers of women, girls and families playing golf.
- ❖ Calls for positive action to encourage women to pursue careers in 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 and board level with Prestwich Golf Club.
- ❖ Strongly advocating more women and girls playing and working in golf.
- ❖ Promoting the charter and our goal of encouraging more women and girls to play golf and work in golf.

PRESTWICH GOLF CLUB PLAN TO ACHIEVE THIS:

- ❖ The club will actively encourage and pursue the election of female representation on the Board and Club Committees.
- ❖ The Club will appoint a Women’s Charter Champion with direct access to the Board.
- ❖ Remove gender specific membership
- ❖ Create a selection pathway for women to be nominated for election to Honorary Positions (Club Captain / President etc.)
- ❖ Ensure free and equal access to Saturday Tee Times for female members who choose to become seven day members.
- ❖ Promote a membership pathway, for women to progress within the club by offering provisions through “Women Get into Golf”. This will be managed by a female development group.
- ❖ Have a designated Champion / mentor within the club who can assist and support new participants and members.
- ❖ Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

These objectives will be included in the club business plan and reviewed on an annual basis, to ensure that this inclusive commitment remains robust

Signed on behalf of Prestwich Golf Club

Chairman
Prestwich Golf Club Ltd (Tom Walker)

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Women’s Charter Champion (interim Appointment) Rod Barber

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Witnessed by Christian Wakeford (M.P. Bury South)

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Date

HOW THIS WILL BE ACHIEVED

	COMMITMENT	CURRENT SITUATION	HOW THIS WILL BE ACHIEVED	DATE/PROGRESS/ COMMENTS
1	Developing & implementing an internal strategy for enhancing gender balance and inclusion at every level	<ul style="list-style-type: none"> • Membership Categories are already gender neutralised • Inclusion of lady members on the Board is passively promoted although not taken up by lady members • Gender Equality is written into the Club/ Company Articles of Association. • Gender equality is included in the current Club Five year Strategic Plan. 	<ul style="list-style-type: none"> • Combine current internal traditional Male & female specific committees. • Promote female representation onto the Board of Directors. The target will be a minimum 20% representation by 2025. Ongoing target minimum reflection of the clubs gender mix. • If required emphasise the Gender Equality provisions of The A of A. • Five Year Strategic Plan is to be reviewed annually. Ensure Gender Equality is included in review 	<ul style="list-style-type: none"> • 2021 The club currently have male & female golf & H/Cap committees who operate separately. Aim to combine these in first year. The Board are actively promoting new committees i.e. Social / Marketing/H & S etc. – Ensure all new committees are fully gender inclusive. • 2021 & onwards Ensure A.G.M Invitation / nomination letters target the need for lady representation on the Board. • A number of articles of the A of A are planned for amendments at the next A.G.M – inclusion of further applicable proposals at this AGM. • Review the plan annually with input from Ladies development committee.

2.	Strongly Advocating for more women and girls playing golf through the minimum delivery of 4 initiatives	<ul style="list-style-type: none"> • Ladies Golf is promoted through a massive membership subscription reduction • Mixed golf is currently played as a social activity not as formalised competitive club events • We currently have 26 lady members – a significant number were recruited via our “2019 /20 Giveaway Subscription “ • We currently do not have a formal Junior Golf Section –Plan to promote junior golf generally and place an emphasis on girls taking up golf as a sport 	<ul style="list-style-type: none"> • Reduce the financial inducement and concentrate on quality of the ladies package. • Promote social & competitive mixed golf events through joint golf committees • Ensure retention of members who joined on offers through gradual % increases to maximum fees. • Appoint a Junior Organiser • Get into Golf campaign offering women / girls only coaching. • Promote via social media and local media our Safe Golf Accreditation 	<ul style="list-style-type: none"> • Initialise in 2021 – Promote benefits of female membership at PGC - report progress and develop as part of annual review. • 2021 onwards – Board to direct golf committees to develop a gender inclusive programme - report progress and develop as part of annual review • 2021 onwards Board/ Membership Com to develop progressive membership sub strategy – report progress and develop as part of annual review. • 2021 – a priority for the Board • 2021 – board to encourage professional to develop Get into Golf programme- report progress and develop as part of annual review
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	<p>Strongly Advocating for more women and girls playing golf through the minimum delivery of 4 initiatives (continued)</p>	<p>We currently do not have a formal Junior Golf Section –Plan to promote junior golf generally and place an emphasis on girls taking up golf as a sport. (continued)</p>	<ul style="list-style-type: none"> • Promote golf in local school coaching programme as being accessible for all. • Promote a pathway into membership for women & juniors who attend activities • Offer School Holiday Golf Camps” 	<ul style="list-style-type: none"> • Check through Social media management tools impact of promotion • 2021- Use internal contacts with local school to develop a model coaching programme Extend to at least one additional school annually in subsequent years – Professional to report to Board quarterly on success / issues • Combination initiatives to be developed by Social & Membership Committees • 2021 – develop a limited trial schemes - develop and extend annually.
3	<p>Strongly advocate more women and girls working in golf.</p>	<ul style="list-style-type: none"> • Currently employ approx. 30% female staff – only 1 in senior role 	<ul style="list-style-type: none"> • Ensure all job descriptions are gender neutral 	<ul style="list-style-type: none"> • Board to approve all job description to ensure neutrality • Board to approve shortlist of applicants applying for positions within the club to ensure gender equality

			<ul style="list-style-type: none"> Actively encourage existing female staff ongoing training e.g. GCMA or equivalent management training – same for green keeping and catering. Utilise work experience schemes to promote female participation in full range of employment opportunities 	<ul style="list-style-type: none"> Promote training initiatives working closely with England Golf & other partners Promote female participation particularly in traditional male roles
4	Working with key stakeholders to develop and embed a more inclusive culture	<ul style="list-style-type: none"> Equality policies are in place but not actively monitored. 	<ul style="list-style-type: none"> Develop strategies that convert what are currently perceived a “protection” documents into positive promotion policies enhancing membership opportunities 	<ul style="list-style-type: none"> Safeguarding Officer / Charter Champion/ PGA Professional to report to the Board progress achieved as a quarterly agenda item - the board commit to respond positively to any recommendations.
5	Promotion of the charter	<ul style="list-style-type: none"> 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 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. 	<ul style="list-style-type: none"> Formally share progress and updates/changes to the charter with England Golf moving forward The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release 	<ul style="list-style-type: none"> To provide annual measures to help determine the impact of the charter The charter Champion to provide England Golf with an annual report on progress on commitments made

NOTE- The Women in Golf Charter was developed during the Covid 19 epidemic –

Dates and timescales will be dependent on loosening of restrictions allowing full and normal club activities to take place

