The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We. Goring and Streatley 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 Goring & Streatley 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 Goring and Streatley GC, to unite and to focus gender balance at all levels
- Commits us all to supporting measures to increase the number of women, gins 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 Goring and Streatley 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 Goring and Streatley GC plan to achieve this

1. To create links between the Ladies Section and the golf academy and to promote a pathway for women, girls and families to progress within the club.
2. To encourage Ladies to participate in Mixed Golf competitions, particularly at the weekends.
3. Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
4. To endeavour to maintain 25% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptions that are not gender specific
5. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.

Signed on Behalf of Goring and Streatley GC:

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	To create links between the Ladies Section and the golf academy and to promote a pathway for women, girls and families to progress within the club	Academy memberships are available (Stage 1 = £225pa, Stage 2 = £375pa). The Academy is run by the Professional and includes social membership to the club. The group lessons are held on the short game area, the range and also includes some playing lessons on the course. There are currently 4 x ladies on Stage 1, and 11 ladies on Stage 2. Historically the conversion from Academy to Full Member has been good, but in the last year or two this has decreased. We would like to improve on this. For new members we also have a buddy system in place, linking each new member with an existing committee member to help with integratation into the Ladies Section.	Members of the Ladies Committee will liase with the Professional and meet Academy members on the course and after their coaching sessions to create links between the Ladies Section and the Golf Academy. Assign one committee member with the task of Improving communication between the Ladies Section and the Academy ladies, and organising regular friendly games. To implement the Women on Par intiative and help new members obtain their first handicap.	This needs a commitment by the present women members at the club. The first friendly game followed by socialising was held in September 2024. This is to be followed up with additional games in November and early Spring. The Women on Par initiative is to be implemented and tried out at the Spring get together.
2	To encourage Ladies to participate in Mixed Golf competitions, particularly at the weekends	Although many Competitions are open to all, participation by women is very low in mixed competitions. Currently there are:- 12 x monthly mixed medals 12 x monthly mixed stablefords 18 x other mixed competitions and knockouts. For example, In the October 2024 Fur & Feather Competition, there are only 4 x ladies playing, out of a total of 132. The competitions that are well supported include the EGGS V LEGS (12 men v 12 ladies) Teams Challenge (72 men and 18 ladies)	Carry out a survey to find out why the Ladies do not play in mixed competitions and knockouts. Investigate using Players 1st (EG initiative – more information to be obtained). Review and monitor the ladies numbers in the mixed competitions. Present the Women In Golf Charter at the Ladies AGM and the club AGM - ask for feedback and commitment from members.	Maintain records of ladies participation in mixed competitions. Review in 12 months. Carry out a survey and consider using the Players 1st (EG initiative). Present the charter at the Ladies AGM (6th Nov) and the Club AGM (26th Nov).

3	Formally promote inclusion to the wider community via the club website, social media accounts and local community groups	Marketing campaigns are run occasionally, for instance to improve take-up of social functions, which have worked well. We also ran a very successful marketing campaign promoting the club to Juniors, and we now have 81 junior members (79 boys, 2 girls). We have recently appointed a Juniors Co-ordinator, who is putting together a development plan, which will include a girls section.	A marketing campaign will be run specifically aimed at offering a golf taster day for women. We are going to invite the Club Professional to offer coaching on the day, and involve members of the Ladies section to make our visitors welcome. The marketing campaign will also include encouraging young girls. Emily Savage has volunteered to assist Keith Sutton the Junior Organiser, specifically in relation to encouraging young girls to join the Girls Section.	A Marketing Campaign will be run, including promotion on the Web Site, Social Media & local advertising (Goring GAP Magazine). With a Taster Day to be set up in the Spring/Summer of 2025. Campaign to be reviewed and interest monitored.
4	To endeavour to maintain 25% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptions that are not gender specific	Currently we have 2 Lady Directors on the GMC out of a total of 8 Directors (25%). Each year the Ladies Captain has a place on the board, and this year we appointed an additional member from the Ladies Section who will have a place on the board for 3 years.	We have a very active Ladies Section run by a committee of volunteers. The 2 x female board members are a part of that committee and will report back to the others monthly on the GMC meetings, to maintain interest and will actively promote positions that are available on a non gender specific basis. At the end of the 3 year term for the 2nd Female Director, we will actively try to recruit a replacement, maintaining the 25%.	Review annually prior to each club AGM.
5	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.	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
		A charter champion has been identified and is in place. 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 will report quarterly to the appropriate committees.	The charter Champion to provide England Golf with an annual report on progress on commitments made