

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Tynemouth Golf Club 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 Tynemouth 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 Tynemouth Golf Club, 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 Tynemouth Golf Club
- 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 Tynemouth Golf Club plan to achieve this**

1. Deliver two initiatives annually 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 our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific
5. To become a SafeGolf 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 Tynemouth Golf Club:**

Club Manager/Secretary/Chairman:  
Date:

Signed:

Charter Champion:  
Date:

Signed:

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/Targets/Comments
1	Deliver a minimum number of two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns	<p>The Club Professional has successfully delivered and continues to run Get into Golf sessions. Traditionally the Club Pro asks for support from the Ladies Section at the latter stage of the GiG to accompany groups as they first venture onto the course.</p> <p>Participants from GiG courses tend to continue after the course with support from the Club Pro, thus creating a rolling programme of 'GiG'ers'.</p> <p>Discussion with the Club Pro highlights a need for support at this stage as the 'GiG'ers' develop golfing skills and are ready for more access to the course and possible integration into the Ladies section.</p> <p>The Club Pro already has a group of girls (11-15) developing through the academy. But looking to recruit more younger members.</p> <p>TGC Ladies section have already implemented an alternative competition day (Sunday) to open up participation.</p> <p>(*GiG'ers are women who have completed an initial GIG course.)</p>	<p>Ladies section to encourage women into golf by supporting the Club and the Club Professional with England Golf campaigns:</p> <ul style="list-style-type: none"> <li>- help promote Get into Golf programme via Ladies Section and social media (tbc)</li> <li>- use the Golf Buddy system to get the GiG'ers onto the course</li> <li>- run a Women on Par initiative</li> <li>- organise and deliver a Prosecco and Putting event for new members and GiG'ers</li> <li>- explore the option of a monthly Sunday Social golf for current, new members and GiG'ers</li> <li>- TGC Club Pro has applied for the Girls Golf Rocks programme</li> <li>- Limited take-up so more promotion required.</li> </ul>	<p>April - June Get into Golf promotion (tbc with Club Pro)</p> <p>April- September (4 participants)</p> <p>July-September 2024 (4 participants)</p> <p>August 2024 (10 participants)</p> <p>June 2024</p> <p>TBC</p> <p>Ongoing</p>

2	Promote a membership pathway, for women/girls and families to progress within the club	TGC is a popular and recognised club and the Ladies Section is well-run and contributes to the Club's business and social activities. TGC has a waiting list for members (not the Ladies at this moment). Currently 98 ladies playing members with a mix of membership types: 53% Full/ 16% Flexible/ 9% Restricted 8% Transitional/ 7% Junior Members 3% Honorary/ 3% Country Lady Members (not including social members) Analysis of the age range of members shows that just over 70% of the membership is aged between 50-70. No designated membership pathway in place, although temporary discounted membership (3 months) was offered to this year's Get into Golf participants - to further encourage participation in golf.	Increase the Ladies Section by encouraging girls and women into golf : <ul style="list-style-type: none"> <li>- improve the representation of the Ladies section across TGC website and promote Women into Golf activities and initiatives</li> <li>- develop a membership pathway for women/girls including discount/access to encourage take up following GiG course</li> </ul>	Liaise with Club Manager re website and social media platform opportunities – April 2024 July-September 2024 (6 participants)
3	Have designated Champions/Mentors within the club who can assist and support new participants and members	The Ladies Section does not currently have a designated Champion to support new members but is exploring the development of this role. The Ladies Section does not currently operate a Buddy System but is keen to develop a support system, linked with the Champion role.	Utilise and encourage current Ladies membership to develop and share skills with new members/GiG'ers: <ul style="list-style-type: none"> <li>- establish a group of volunteers from within the Ladies Section to become Golf Buddies.</li> <li>- publicise and promote the Golf Buddy system within the Club to support existing, new members, beginners and Get into Golfers.</li> <li>- sign up to the Community Golf Instructors programme</li> </ul>	6 Golf Buddies by February 2024 Launch Golf Buddy system April 2024 March 2024 (2 members)

4	To achieving and maintain 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific	The Board of Directors at Tynemouth comprises of 13 members of which 5 are currently female, including the Chair, representing 38%.	Retain current female representation levels on our Board of Directors.	Ongoing
5	To become a SafeGolf accredited club and ensure policies and procedures remain up to date	a. Adopted the required club policies b. Appointed a Club Welfare Officer c. DBS checks are obtained for relevant club personnel d. Club staff and volunteers have obtained any required qualifications e. PGA Professional(s) are included on PGA SafeGolf Coaches Register	TGC is a SafeGolf accredited club with relevant policies and procedures in place. The management team at the club has approved all the policies and procedures. All documentation is up to date and has been shared your local England Golf Club Support Officer.	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
6	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	Appoint a designated Women in Golf Charter Champion(s) and share progress and updates/changes to the charter with England Golf moving forward	March 2024 announce WiG Charter Champion (s)
		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