



Enville Golf Club, Highgate Common, Enville, DY7 5BN

WOMEN IN GOLF CHARTER

A commitment to a more inclusive culture within golf

Enville Golf Club want to be part of the Women in Golf Charter to show our desire to promote gender balance in the golfing sector. We want to recognise and celebrate the achievements of women in golf.

- 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 in all divisions of golf, we recognise the need for a fundamental shift in culture. We absolutely recognise the need for change and the potential economic benefits of growing the sport by engaging women and girls in every aspect of the sport.
- Our key governing body The R & A commits to playing a leading role in this process and to working with affiliates, partners and the wider golf industry.
- In signing this charter, Enville Golf Club commit to making measurable and tangible efforts to develop a welcoming and inspiring environment for women. We will do more to attract women to golf, to remain, and to have rewarding careers.

The Charter:

- Is a statement of intent from the golf industry and Enville Golf Club to unite and to focus gender balance on all levels.
- Commits us all to supporting measures to increase the number of women and girls 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 board level within Enville Golf Club.
- Strongly advocating more women and girls playing and working in golf.
- Working 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 Enville Golf Club will achieve this:

- The club will aim to achieve female representation on the board of directors/management committee as a priority by actively promoting these positions linked to appropriate role descriptions that are not gender specific.
- Deliver a minimum of two initiatives each year targeting women/girls that are aligned with key England Golf campaigns
- Promote a membership pathway for women and girls to progress with designated mentors within the club who can support new participants and members.
- Actively promote careers for women in the golf industry.
- Include these objectives and annual targets into the club business plan
- Measure impact and actively promote the Charter/Pledge made.

When we can improve resilience for women in all aspects of golf then we can improve golf for all. It will take a great effort to address the root causes of the current status. It is a journey but we can all do something right now to set us on the path to improved diversity and equality for all.

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

Signed on behalf of Enville Golf Club

Club Chairman – C.Farley

Donna Wharton Charter Champion – Lady Captain



	ACTION	HOW THIS WILL BE ACHIEVED	DATE/PROGRES/ COMMENTS
1	Promote inclusion of women with nominations to the Board of Directors	By actively promoting these positions linked to appropriate role descriptions that are not gender specific. Formally advertise via club newsletter, email. Have a formal pathway in place for new directors that will support being a decision maker at the club with appropriate job descriptions in place.	The AGM will be the point in which we will be able to measure our success. It is the aim to work towards a minimum proportionate representation. If no woman is successful in election then co-option onto the board would be considered a priority.
<p style="text-align: center;">Charter Update September 2020</p> <p>A governance review is currently taking place. New roles are being created and a reduction of board members serving on the board. These roles will be actively advertised within our Ladies Section to ensure proportionate representation.</p>			
2	Deliver initiatives each year targeting women/girls that are aligned with key England Golf campaigns	<p>Utilise any guidance from England Golf. Arrange “get into golf” sessions for women and girls including Girls Golf Rocks initiative. Continuing work with the Invictus Academy Trust working with young people and introducing them to new sports they may not have previously tried. It is EGC’s aim to actively promote at least two initiatives per year.</p>	<p>Delivery plan for initiatives to be implemented and a delivery team appointed with key roles and responsibilities highlighted to execute successfully. To review the impact of each incentive and to support the delivery of future incentives. Success would not only be measured in an increase of membership within our club but other clubs as well. A 10% uptake on membership or continued golf participation is our two year target.</p>
<p style="text-align: center;">Charter Update September 2020</p> <p>Due to Covid our Enville Girls Rock programme had to be cancelled in July 2020. In September we were able to continue with our Invictus Programme with 12 young people attending a group lesson being completely new to golf. October 2020 we are running several Get into Golf initiatives with our Junior Girls inviting a</p>			

friend to the club for a taster session with our Pro Scott Witton. These girls will be new to golf.			
3.	Promote a membership pathway for women/girls to progress within the club	Continue to provide the Ladies Academy for first and second year beginners to golf, continue with the structured programme of individual and group lessons with our pro, providing a mentor to guide, provide education through fun activities on the rules and etiquette of golf. Provide a friendly and inviting environment to promote women's golf not only for the benefit of Enville Golf Club but for other local clubs in the area.	Deliver a plan for the continued implantation of this initiative. Continued support from the board of directors both financial and administratively. A target of two new women members to EGC per year from the Ladies Academy has been set.
<p style="text-align: center;">Charter Update September 2020</p> <p>Due to Covid the launch of the Ladies Academy 2020 was postponed from March to September 2020. We have six new ladies starting their golfing journey within the academy for 2020. We have six ladies who are now full members of the club who have progressed through the academy and one lady who came through the academy has moved away from the area but retained a country membership at the club. These seven ladies were all complete beginners in March 2018</p>			
4.	Making the course more accessible to the new golfer and to those of greater years who struggle with the severity of some holes	Provide a shorter 18 hole "Blue Course"	18 holes on Highgate identified, marked out with clear blue tee markers. Course measurement requested from the County. Cards in production.
<p style="text-align: center;">Charter Update September 2020</p> <p>In 2021 it is planned to engage a Course Architect to provide a "master plan" for both courses. Consideration to promoting women in golf will be considered within this plan.</p>			
5.	Actively promote careers for women in the golf industry	Actively promote the position of the General Manager with support for further education and learning through support in the completion of the GCMA Diploma in Golf Club Management. Provide support for the General Manager to attend GCMA regional meetings and continue with work with the local GCMA Steering Committee	Financial support provided for funding for further education and time away from the office promoting women in golf through work with the GCMA.
6.	Formally include the objectives and annual targets into the club business plan and impact measures	Review progress against any recruitment targets, robustness of the charter pledge and all other measures annually at committee and AGM as part of the transparent process. Formally share progress and updates to	Review performance and key objectives and communicate at AGM. Communicate updates with EG so that participation and membership levels can be

		the Charter	monitored.
Charter Update September 2020			
Within the new governance process being undertaken by the club a “Dashboard” has been created for use by the GM when presenting to the Board of Directors. Progress with the Charter has been included in this dashboard to ensure the charter remains in focus at all times.			
7.	Promotion of the charter/pledge	The Club are to formally display the charter details and commitment internally and externally. The Lady Captain of the year will accept and carry out the role of Charter Champion.	Charter date onwards
Charter Update September 2020			
Assisting the R & A with a case study and promotional video and material for the Women in Golf Charter. Will be launched by the R & A nationally November 2020.			