



The R&A Women in Golf Charter



A commitment to a more inclusive culture within golf

We, Hill Barn 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, Hill Barn 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 Hill Barn 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 level with Hill Barn 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 Hill Barn Golf Club Plan to achieve this

1. Promote our women and girls' and family golf offer.
2. Appoint a Charter Champion at Hill Barn Golf Club who will assist with commitment as well as looking actively for opportunities to further these commitments.
3. To become a Safe Golf accredited club and ensure policies and procedures remain up to date.
4. Promotion of the charter
5. Increase the number of lady members at the club
6. Integrate charter into club business plan

Signed on Behalf of Hill Barn Golf Club:

Club Proprietor:

Signed:

Date:

SALLY HAYGARATH
Sally Haygarath
22/3/2021

Charter Champions: Harriet Cooper

Signed:

A handwritten signature in black ink, appearing to read 'H. Cooper', written over the printed name 'Harriet Cooper'.

Date: 19/03/2021

Pro Shop Assistant

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
1	Promote our women and girls' and family golf offer.	We are using our social media channel to promote families to Get Into Golf	<p>Use our social media company albatross to design a new campaign to promote this to a wider audience.</p> <p>Set a target to double our percentage of 9% to get to 18%.</p> <p>We will have a women's only membership drive, host a Ladies coffee morning with the current captain and vice captain. which will be offered before April.</p> <p>When new ladies join the club they are given the contact details for the ladies captains so they are able to be integrated into the section easily and join in with competitions or other players for casual rounds.</p>	Start in early 2021. Hopefully covid-19 restrictions will be lifted so spend more time and resources promoting the programmes we will offer.

<p>2</p>	<p>Appoint a Charter Champion at Hill Barn Golf Club who will assist with commitment as well as looking actively for opportunities to further these commitments.</p>	<p>Harriet will be our champion for women's golf at Hill Barn.</p> <p>working in the shop gives her the best chance possible to encourage women's golf and drive it forward at hill barn.</p> <p>She will be the first person that new members will see and will be easily accessible on the phone or email should anyone have any questions for her</p>	<p>New Club Champions in place to encourage and utilise volunteers (with appropriate role descriptions and training) to act as buddies /mentors for new members and participants.</p> <p>Create a clear pathway for new members to become fully integrated into the club.</p>	<p>Champions in place volunteers and procedures to be in place by January 2021.</p>
-----------------	--	--	---	---

3	To become a Safe Golf accredited club and ensure policies and procedures remain up to date.	In progress of working through safeguarding workbooks.	All documentation to be sent to Club Support Officer for review The policy will be reviewed and signed off by the club management.	Keep a register saved on computer of when the key policies and documentation needs to be updated and when key members of staff and volunteers need to undertake relevant training.
----------	---	--	---	--

4	Promotion 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.	<p>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release</p> <p>We will look to use our female member of pro shop staff Harriet or liaise with the ladies' captain to establish who would be best for this role.</p>	The charter Champion to provide England Golf with an annual report on progress on commitments made.
---	--------------------------	---	--	---

5	Increase the number of lady members at the club	<p>Hill Barn</p> <p>433 Male Adult Members 45 Female Adult Members 478 Total Adult Members with 9% being female</p> <p>10 Male Junior Members 1 female Junior Members 11 Total Junior Members with 9% being female</p>	<p>Actively promote the ladies' section and competitions using the ladies liaison office and the lady members themselves.</p> <p>We are currently in talks with the ladies captain for 2021 to have a page on the website dedicated to women's golf.</p> <p>We will also look to put in place a potential membership offer for new ladies members , or a couples membership option.</p>	<p>Target 9% more lady members and continue to use the ladies buddy system.</p> <p>We would like to achieve this by the end of the year 2021.</p>
---	---	---	---	---

6	Integrate charter into the club business plan.	Charter not currently part of the club business plan.	Discuss with the owner Sally about sharing the 2021 business plan and integration of the charter.	Discuss the business plan and integration of the Women in Golf Charter with members during committee meetings.
---	--	---	---	--