

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	Encourage female applications for positions on The Golf Committee and Management Board.	<p>The Ladies Captain is automatically a member of The Golf Committee. WGC has not been very successful of having Female Representation on The Management Board.</p> <p>Our Golf Committee comprises :</p> <p>Captain, Vice Captain, Chair of Greens, Chair of House, Comps Chair, Seniors Captain, Ladies Captain and Club Professional.</p> <p>The first 4 are also Board Members voted by Members. The Seniors Captain is voted by Seniors Section. The Comps Chair is voted by Members. The Ladies Captain is voted by Ladies. The Club Professional is contracted subject to a Contractual Agreement</p>	<p>WGC will review our Articles and Rules with the intention of adding another Female Appointment to The Golf Committee The Ladies Captain and Vice Captain. The 'Champion' of the Charter will also be co-opted onto the Golf Committee with no voting rights.</p> <p>The selection criteria for Board Membership is gender neutral and nominees are voted for by Members at our AGM based on their talents and skills. The Scope of Board Members Responsibilities can be found in The Club Articles. Board Membership is for a three year period. In order to encourage additional Female involvement The Club will adopt the policy of adding 2 Female Associates Members to the Board. Good practice suggests a minimum of 30% of each gender (England Golf Guidance – The Equality Act 2010 and Golf).</p>	<p>The Vice Captain will be added to Golf Committee March 21 with full voting rights. The 'Champion' of the England Golf Women's Charter co-opted to Golf Committee – March 21. This totals 3 ladies, Ladies Captain, Ladies Vice Captain and the 'Champion' the Golf Committee - <b>COMPLETED</b></p> <p><b>The Ladies Captain on the board with full voting rights along with an assistant with no voting rights. Passed at AGM March 2021.</b></p> <p>Encouraging female representation to roles within the Board – ongoing.</p>
2	Deliver a minimum of 4 initiatives each year targeting women and girls that are aligned with key England Golf campaigns.	<p>WGC has a history of organising Family days. The Ladies Captain organised a coffee morning to welcome new Female Members and prospective Members to The Club. The Golf Professional Organised two coaching sessions culminating in Prosecco and cake being provided. The Ladies Membership have a block tee reservation on Thursday mornings as well as a number of tee reservations on Saturdays for competitions.</p> <p>WGC has a heavily discounted Junior and Banded Membership to encourage young people to join and remain in Golf.</p>	<p>WGC will create a Sub-Committee to organise appropriate events in partnership with The Club Professional as well as The Junior Organiser. England Golf organise events such as Girls Golf Rocks for 2021, as well as Women only Get into Golf Courses.</p> <p>Family Day/s organised by Golf Committee/Social Committee.</p>	<p><b>WGC won tender for Girls Rock 2021. Advertising, local radio, social media, posters and flyers have all been targeted. Club Champion and Assistant attended webinars during May to show roles and responsibilities.</b></p> <p>WGC will set a target of 10 new Female Members joining The Club during 2021.</p> <p>Coffee Morning held annually at the start of the new playing year.</p> <p>One/two Family events to be organised during the year.</p>

			<p>The Ladies Membership and WGC Professional to host at least 4 events to encourage new Female Members and existing new Females. Introduce 2 golf sessions before joining as a New Member. Ladies/Junior girls will then be able to participate in extra coaching sessions/fun competitions. Parents of Junior females will also be encouraged to 'Have A Go'. Appoint Mentors/Buddies for ladies and girls for better integration into the Club.</p> <p>The Ladies Membership will actively speak to Women's Groups – such as the WI etc to promote awareness of Golf as well as the benefits.</p> <p>The WGC Professional will be going into Secondary and Primary schools for 2/3 weeks at each school to encourage participation into Golf. This will be followed by roll up group coaching and weekend sessions – girls will obviously be targeted through this approach.</p> <p>To encourage more participation advertising through social media, press releases, flyers and club website.</p>	<p>Hosting 4 female events throughout the year. Introduce new prospective Female Members to Have A Go, ongoing throughout the year.</p> <p>Appoint Adult Mentor/Junior Girl Buddies - immediate.</p> <p>Speak to Women's Groups locally promoting awareness and the benefits of Golf.</p> <p>Schools – April – September.</p> <p>Advertising as events occur throughout the year.</p>
3	Maintain inclusive course and competitions for all genders.	<p>There are approximately 40 Competitions per year open to all Members. Mixed events/friendlies, both internal and external, are arranged with other Clubs. In addition there are 15 mixed team events arranged for 2021. The Club also organises an in house mixed knock out competition called The Overhill Comp.</p> <p>Junior Girls are encouraged and actively participate in Ladies' Competitions such as the Ladies' Club Championship and internal Women's Cup Competitions.</p> <p>Club Championship held over one weekend incorporating all sections of the Club.</p>	<p>When COVID-19 allows reintroduce Mixed Events. Collaborative working with other Clubs to encourage friendly matches.</p> <p>Participation of all Female Events to continue to be encouraged. (Clubs may continue to have separate golfing activities – see England Golf Guidance – The Equality Act 2010 and Golf).</p> <p>The Pro to encourage more ladies and junior girls to participate in Club Competitions.</p> <p>The charter champion will work alongside the ladies committee to formulate an ongoing plan to continually encourage ongoing and future participation in club comps/mixed events. This group we will look to have in place by Mid 2021, with 6 monthly reviews to ensure numbers are remaining consistent.</p>	<p>Mixed events/matches have been reinstated.</p> <p>Ladies and Junior Girls entering competitions – ongoing through 2021</p> <p>Encouraging Ladies and Junior Girls to participate in Club Competitions – ongoing through 2021</p>

			Encouragement will come from engaging with female members around or competitions and engaging with new participants from the initiatives the club/professional has planned to run in 2021 (covid dependent!)	
4	Promote Junior and Family Membership through a 3 year Development Plan focusing on recruitment and retention.	<p>WGC already has a Junior Organiser who holds Junior Coaching and arranges Competitions suitable for all Junior Members.</p> <p>WGC encourages Social Club Membership for parents who do not play Golf.</p> <p>The Ladies Section have their own Committee and are committed to welcoming new Female Members and ensuring that they are well integrated into The Club.</p>	<p>When COVID-19 restrictions allow promote more family friendly events to increase family participation.</p> <p>A Junior Committee will be reformed encouraging girls to be part of the committee.</p> <p>Junior Girls will be encouraged to enter appropriate external Competitions.</p> <p>Recruiting new Family and Junior Girls through advertising through social media, flyers, press and website.</p>	<p>Summer 2021 a 3 year Plan will be prepared.</p> <p>Junior Committee reformed at start of new playing season.</p> <p>Entering external Competitions through encouragement from the Junior Organiser and notice boards.</p> <p>Recruiting and retention measured through data captured from WGC.</p> <p>COMMENT – Look into Family Membership</p>
5	Impact measures	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	<p>Formally share progress and updates/changes to the Charter with England Golf moving forward</p> <p>Progress to be reviewed/reported by the 'Champion' at Golf Committee Meetings.</p>	<p>To provide annual measures to help determine the impact of the Charter</p> <p>Charter reviewed and reported as and when Golf Committee meet.</p>
6	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.	The Club will formally display The Charter commitments internally and externally – notice boards, 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

