

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 encourage female representation on the Board of Directors	The club currently has 1/11 representation by an open nomination and election process available to all shareholders.	<p>Nominations are received in September of each year that a vacancy arises.</p> <p>The Board will encourage open conversations/forums with the ladies matching skill sets to the needs of the Boards action plan. This will be achieved through the Charter Champion who will communicate to the lady members the changing ethos of the club and that it is a club for all with the Club Governance being reviewed.</p>	<p>Currently:</p> <ul style="list-style-type: none"> • There is a separate ladies committee. • With the change to WHS a new Handicap Committee has been created with 2 [two] members from each section - ladies: men: senior men • Club Governance is being reviewed with the potential of a Club Committee <p>Procedures will be reviewed in 2021 following formation of the Board at the AGM in December 2020.</p>
2	Promote a pathway to membership for women.	We have 44 full members and our aim is to increase this by 12 by the end of 2021; 25 by 2022; 40 by 2023.	<p>Previously we have run an academy membership offering group/individual lessons and access to the course.</p> <p>It is intended to operate these from April 2020 with a revised format. Previously 6 group lessons included for the beginners and 6 individual lessons included for the intermediates. Both options include rounds of golf on a flexible membership basis.</p> <p>Taster sessions will be offered as an open event to the club.</p> <p>Marketing of these sessions and membership will be through word of mouth of members; social media channels.</p> <p>Utilise England Golf regional Club Support Officer.</p>	<p>February 2021 – consider options for the open day and academy membership</p> <p>March 2021 – market to the membership, local area through social media channels.</p> <p>April 2021 – run the open day.</p> <p>May 2021 – convert leads and commence sessions.</p>

3	Promote a pathway to membership for girls.	We have 1 youth member and our aim is to increase this to 6 by the end of 2021; 12 by 2022.	<p>Utilising the initiatives of England Golf and R&A to promote through local area schools and clubs.</p> <p>Promote through members the current initiative of complimentary membership for those youths at primary school age and extend this with a discount for other youth age categories.</p> <p>Utilise England Golf regional Club Support Officer.</p>	<p>February 2021 consider options for an open event.</p> <p>March 2021 – market to the membership, local area through social media channels.</p> <p>April 2021 – run the open day/sessions.</p> <p>May 2021 – convert leads and commence sessions.</p>
4	Provide inclusive competitions for all levels of golfers	<p>Men's and ladies' competitions have been run separately by the club's Greens Committee [men] and Ladies' Committee [ladies].</p> <p>In past years competitions with the same name have been played an alternative dates. In 2021 these have been put on the same day to be played together. Albeit they are set-up as separate competitions for result and handicap purposes.</p>	<p>With the WHS coming in to force on the 2nd November 2020 a newly formed Handicap Committee has been formed with 2 members from each section [2 x ladies], [2 x 60+ male], [2 x under 60's male].</p> <p>This will be maintained with a minimum 33% of lady participation.</p> <p>2021 Diary/fixtures list reviewed to enable competitions to be played on the same day.</p>	Put in place October 2020.
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	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
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 – 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