



# PRESTWICH GOLF CLUB



## Women in Golf Charter

In association with the R&A and England Golf



ENGLAND  
GOLF

Our commitment to a more inclusive culture within golf.

We, Prestwich Golf Club, call on everyone involved in golf to play their part in developing 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
- ❖ In order to achieve this goal and to enable women to flourish in 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 the sport 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, Prestwich 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 Prestwich Golf Club, to unite and focus gender balance at all levels.
- ❖ Commits us all to supporting measures to increase the numbers of women, girls and families playing golf.
- ❖ Calls for positive action to encourage women to pursue careers in 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 and board level with Prestwich Golf Club.
- ❖ Strongly advocating more women and girls playing and working in golf.
- ❖ Promoting the charter and our goal of encouraging more women and girls to play golf and work in golf.

PRESTWICH GOLF CLUB PLAN TO ACHIEVE THIS:

- ❖ The club will actively encourage and pursue the election of female representation on the Board and Club Committees.
- ❖ The Club will appoint a Women’s Charter Champion with direct access to the Board.
- ❖ Remove gender specific membership
- ❖ Create a selection pathway for women to be nominated for election to Honorary Positions (Club Captain / President etc.)
- ❖ Ensure free and equal access to Saturday Tee Times for female members who choose to become seven day members.
- ❖ Promote a membership pathway, for women to progress within the club by offering provisions through “Women Get into Golf” This will be managed by a female development group.
- ❖ Have a designated Champion / mentor within the club who can assist and support new participants and members.

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

Signed on behalf of Prestwich Golf Club

Chairman  
Prestwich Golf Club Ltd

.....

Women’s Charter Champion

.....

Date .....

How this will be achieved.

<p>1. Developing &amp; Implementing an internal strategy for enhancing gender balance and inclusion at every level of the club</p>	<ol style="list-style-type: none"> <li>1. To form part of the Company's five Year business Strategy</li> <li>2. Promote female representation onto the Board of Directors and other committees. If none are nominated then co-opt onto the Board / Committee. Target will be a 20% representation by 2025.</li> <li>3. Prior to the A.G.M specific role description's will be advertised which will be entirely gender neutral. Candidates must be elected based on an individual's ability to provide the relevant skills required = not their gender.</li> <li>4. Create a formal pathway for prospective new Board members that will support and encourage applicants from both sexes equally.</li> </ol>
<p>2. Strongly advocating for more women and girls playing golf through the minimum delivery of x initiatives</p>	<ol style="list-style-type: none"> <li>1. Develop a minimum number of two initiatives each year targeting women / girls and families that are aligned with key England Golf campaigns. We would like to commit to a 15% conversion into membership pathway.</li> <li>2. Get into Golf campaign offering women/girl only coaching.</li> <li>3. Promote via social and local media our Safe Golf accreditation to increase participation.</li> <li>4. Promote golf in local school coaching programme as being accessible for all.</li> <li>5. Promote a way into membership for women and juniors who attend activities.</li> <li>6. Promote and extend our Golf Buddy scheme for women joining the membership.</li> </ol>
<p>3. Strongly advocating more women and girls working in golf.</p>	<ol style="list-style-type: none"> <li>1. Actively encourage existing female staff ongoing training. Eg. GCMA or equivalent management training. same for green keeping , catering PGA etc.</li> </ol>
<p>4. Working with key stakeholders to develop and embed a more inclusive culture</p>	<ol style="list-style-type: none"> <li>1. For the Board to discuss and implement new initiatives and to track progress of those initiatives. This to be placed on the agenda at Board meetings on a quarterly basis.</li> <li>2. The Charter Champion to meet with the PGA Professional and Membership Manager to deliver results on progress and put into place further deliverables to ensure ongoing inclusivity.</li> </ol>
<p>5. Promoting the Charter and our commitments of encouraging more women and girls to play golf and work in golf.</p>	<ol style="list-style-type: none"> <li>1. To display the Charter on the website and notice boards.</li> <li>2. Designate a Charter Champion who promote the charter internally and work with marketing to promote externally.</li> <li>3. To work with Heads of Departments (Golf / Green keeping Catering) to develop new initiatives.</li> </ol>