



The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Royston 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, we Royston 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 Royston 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/board level with Royston Golf Club
- 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.

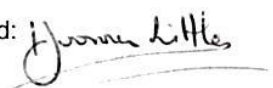
How we at Royston Golf Club plan to achieve this

- To continue to achieve a proportional representation of ladies on all Committees including the Main Board.
- To integrate into the Royston Golf Club
- Look towards developing the par 3 course for new golfers (women and girls) with a progressive programme to learn to play golf, supported by Royston Golf Club, CHLPGA and England Golf
- Research opportunity to have private toilet facilities on the Heath
- Appoint a Champion and small team to assist with the promotion and marketing of this charter
- Maintain the SafeGolf accreditation
- Update and maintain the Women's Section on the Club's website and social media

Signed on Behalf of Royston Golf Club:
Chairman: Mr John Kelly
Date: 8th December 2020

 Signed:

Charter Champion: Mrs Yvonne Little
Date: 8th December 2020

Signed: 



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	To continue to achieve a proportional representation of ladies on all Committees including the Main Board.	<ul style="list-style-type: none"> At present the Course Officer fulfils the Main Board representative for women, The Lady Captain plus Lady Representative fulfil the role on all other Committees Ladies Handicap Secretary is our Safeguarding Officers 	<ul style="list-style-type: none"> Continued support from the ladies Section on all Committees. Encourage the current Course Officer (woman) to remain in this post & on Management. Encourage Safeguarding Officer to maintain her post Should posts become available in the Club, direct offers made to the Ladies Committee to share with the Ladies in order to give equal opportunities to all Ladies Should present Ladies stand down, for the past Lady Officer to become mentor to the new for the initial year. 	<ul style="list-style-type: none"> 2 lady members on each Committee Nov 2020 through equal representation, Lady Captain and Lady Vice (a representative from the Lady's Committee if no Vice) Re - election of the Course Manager at the AGM Nov 2020 to keep continuity until 2022 Research rules (Officer) with regards to our present standing for woman's representation 2020 Club committee positions to be offered directly to the Ladies with their job descriptions as held by the Club.
2	To integrate into the Royston Golf Club.	<ul style="list-style-type: none"> Royston Ladies section is run independently from the Main Golf Club. Royston Golf Club has recently purchased Intelligent Golf to manage aspects of the golf club 	<ul style="list-style-type: none"> To integrate our section into the main Royston Golf Club through the use of Intelligent Golf facilities Competitions, entry, payment and results through IG Ladies section to be able to communicate through IG Presentations, Prizes for our main competitions paid and serviced by Royston Golf Club 	<ul style="list-style-type: none"> An on-going process to be achieved alongside the Club - 2022 (due to restraints with our present BRS commitments) All Ladies board and major competitions to be entered via IG 2022 Ladies competition results on IG 2022 Payments for ladies' competitions by card through IG 2021/22 Handicaps recorded on IG 2020 Communications through IG messaging 2020



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3	Look towards developing the par 3 course for new golfers (women and girls) with a progressive programme to learn to play golf, supported by Royston Golf Club, Cambs and Hunts Women's Golf and England Golf	<ul style="list-style-type: none"> • None, although an initiative was held in 2014 to attract women members – new to golf. • Some previous experience within the club • About 50 social members including two ladies Hockey teams. • Royston Golf Club offers Social membership to Royston Hockey Club • One junior girl and one student lady golfer 	<ul style="list-style-type: none"> • Management to offer a good preferential rate for this initiative to encourage women and girls to participate • Social membership included in the package • Support from the Pro to set up regular group lessons for women interested in learning to play golf. • Support from the Section to practise with the new golfers on the par 3. • Access to our Ladies Section Social events and Mornings. • Advertising on Social Media • Through England Golf and Cambs and Hunts Women's' Golf • Encouragement for Associations to partake • Encouragement for the Hockey ladies to partake especially in the summer when Hockey is not played. 	<ul style="list-style-type: none"> • Take to Management. August 2020 • Discuss with Pro and seek involvement. (Get into Golf/Love Golf). 2020 -22 • Initiate in 2021/23 • Participants in place - a target of 5 to 10 for the Programme by 2022 • Commitment of support from ladies initially. • Targets/achievements set for the participants over short periods of time • Support from England Golf • Support from CHLCGA • Approach the Girl Guides/Scouts (e.g. sports badge) • Approach the Hockey Ladies • Approach our Social Lady members
4	Research opportunity to have private toilet facilities on the Heath	<ul style="list-style-type: none"> • None at all 	<ul style="list-style-type: none"> • Discussion with Conservators • Identify where there are good spots for ladies to find a private area whilst playing golf. 	<ul style="list-style-type: none"> • Raise with conservators through the Course Officer 2021 • Investigate a "Hide "behind the 11th Green • Seek financial support from RGC/Conservators • Produce information cards to be issued from Pro Shop to visiting women



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5	Appoint a Champion and small team to assist with the promotion and marketing of this charter.	<ul style="list-style-type: none"> A totally new role... Mrs Yvonne Little 	<ul style="list-style-type: none"> Take to the Management Committee to discuss this proposal and role Supported by a small team, Section Captain, Secretary and Past Captain 	<ul style="list-style-type: none"> Present the Charter to Management and Golf committees for their support and financial commitment. 2020 Discussion in September 2020 committee meetings to be taken to the Management to be aligned with Royston Golf Club's business plan AGM Nov 2020 to initiate 2020/21 Make contact with the England Golf Support Officer
6	To continue to Support and maintain the SafeGolf accreditation	<ul style="list-style-type: none"> Gained our Safeguarding Accreditation in February 2020 Lady Golfer is at present one of the Officers 	<ul style="list-style-type: none"> Renewal of accreditation 	<ul style="list-style-type: none"> To be actioned and updated in 2021
7	Update and maintain the Women's Section on the Club's website and social media	<ul style="list-style-type: none"> An out of date women's section Facebook is up dated regularly and has a good following by the ladies. Facebook is written by one of our section (only accessible by opted in lady members) 	<ul style="list-style-type: none"> Thorough review of current situation Adding information to support the thriving section Encouragement for other women to look to play at Royston Up load information via the website organiser Continued, strong input on Facebook for the Ladies' Section 	<ul style="list-style-type: none"> Assess what is needed and who is able to support this 2021 Gathering of information to advertise our section. Publishing the Charter on the site 2021 Contacting Stuart Farrow to up load for us Continued reports, information and interesting articles added to Facebook via ET Continuing Maintain a numerical record of followers and likes To target new Lady members and encourage other Clubs to play at Royston having seen the positive reports.

N.B. The implications of Covid may impact on our achievements of this Charter across all targets and commitments.