



Settle & Giggleswick Golf Club,
Buck Haw Brow, Giggleswick, Settle, North Yorkshire. BD24 0DH.

A commitment to a more inclusive culture within golf

We, Settle and Giggleswick 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 recognize 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 S&GGC 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 S&GGC, 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
- Recognizes 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 S&GGC
- 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 Settle and Giggleswick Golf Club Plan to achieve this

- To make improvements to the course to make it more playable for lady members, juniors and beginner golfers
- To improve the ladies' locker room to enhance their member experience
- To work towards the code for sports governance with 30% female representation on the Management Committee.
- To raise the status of Ladies' Competitions to increase the number of entries
- To become a SafeGolf accredited club and ensure policies and procedures remain up to date
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Settle and Giggleswick Golf Club:

Club Manager/Secretary: Peter Johnson
Date: 12th January 2021

Signed:

Charter Champion: Christine Mercer
Date: 12th January 2021

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 make improvements to the course.	<p>The 1st and 6th holes are very difficult for beginners, ladies and high handicap golfers.</p> <p>Members have reported to the Management Committee over a number of years that these two holes cause great difficulties particularly when certain areas are not strimmed as they are unable to drive beyond the overgrown areas.</p>	<p>To regularly trim certain areas of the 1st and 6th holes so that the course is easier to play for all members and visitors.</p> <p>The Club Captain will liaise with the ground staff of Giggleswick School, who maintain the course and volunteer golf club members.</p> <p>Feedback will be gained from members and visitors to identify whether strimming the identified areas on a regular basis is making these holes easier to play.</p>	<p>The maintenance of these areas has been infrequent in recent years.</p> <p>To monitor the playability of 1st and 6th holes and gain regular feedback to help measure this.</p>
2	To improve the ladies' locker room.	<p>Hot water is not always available.</p> <p>This is a real concern for lady members who feel that hot water should always be available.</p>	<p>To alter the hot water system so that there is always hot water.</p> <p>The Management Committee will request quotes from a local contractor before commissioning the works.</p> <p>Again, feedback from our lady members will be obtained to ensure that their needs have been met and whether any maintenance is required.</p>	<p>Quotes will be requested before the end of January with the intention that the works will be completed before the middle of March.</p> <p>To record when the necessary works have been completed and put a maintenance plan in place if necessary.</p>
3	To work towards the code for sports governance with 30% female representation on the Management Committee.	<p>There are two lady members on the Management Committee (Lady Captain and Lady Vice Captain.)</p> <p>Up to 18th November 2020, 11 members sat on the committee and this was a ratio of 9:2 (ie. males to females)</p> <p>Firstly, members are proposed and seconded by other members and then adopted at the AGM.</p>	<p>To elect more ladies on to the Management Committee so that there is a 30% female representation.</p> <p>To write role descriptors so that it is understood what is expected by the positions on the Management Committee.</p> <p>To produce a skills matrix so that it is understood what areas are required for the Management Committee.</p> <p>A month before the AGM, notices are displayed in the locker rooms and emails are sent to all members regarding the election of officers to the Management Committee at the AGM in November of each year.</p>	<p>To record when a third lady is elected to the Management Committee.</p> <p>On 18th November 2020 a third lady was elected on to the Management Committee in the role of Treasurer.</p> <p>Aim to maintain 3 women representatives on the committee from here on.</p>
4	To raise the status of Ladies' Competitions.	<p>There are 22 lady members.</p> <p>On average 5 lady members take part in competitions.</p> <p>Some trophies for the ladies' competitions are in a poor condition.</p>	<p>Continue to use the ladies' WhatsApp group and emails to promote competitions.</p> <p>To continue to use the online booking system to sign up for competitions as well as contacting lady members via the WhatsApp group.</p> <p>To replace or purchase new trophies of a good quality.</p>	<p>Aim to have an average of 8 attendees for competitions.</p> <p>To address the poor condition of the Summer League trophy before 1st May 2021.</p>
5	To become a	a. Adopted the	The management team at the	Keep a register of when the key

	SafeGolf accredited club and ensure policies and procedures remain up to date	<p>required club policies</p> <p>b. Appointed a Club Welfare Officer</p> <p>c. DBS checks are obtained for relevant club personnel</p> <p>d. Club staff and volunteers have obtained any required qualifications</p> <p>e. PGA Professional(s) are included on PGA SafeGolf Coaches Register</p>	<p>club has approved all the policies and procedures. All documentation is up to date and has been shared your local England Golf Club Support Officer.</p> <p>We expect to complete by 31/03/2021</p>	policies and documentation needs to be updated and when key members of staff and volunteers need to undertake relevant training.
6	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.
7	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