

**The R&A Women in Golf Charter**  
**Surrey Ladies County Golf Association**

A commitment to a more inclusive culture within golf

We, the Surrey Ladies County Golf Association (SLCGA) 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 the SLCGA 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 SLCGA, 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 the SLCGA.
- 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 the SLCGA plan to achieve this**

1. Currently, the SLCGA Executive Committee is exclusively made up of women but if, as hoped, there is a merger with Surrey County Golf (SCG), we aim to maintain 30% female representation on the new combined Board of Directors by promoting positions linked to role descriptors that are not gender specific;
2. Ensure excellent governance within the SLCGA at all levels;
3. Become a SafeGolf accredited county and ensure policies and procedures remain up to date;
4. Encourage all golf clubs in Surrey to sign the Women in Golf Charter;
5. Deliver at least four initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns;
6. Monitor participation by women and girls in golf across the County;
7. Appoint a committee member to raise our presence on social media;
8. Appoint a designated Charter Champion within the County who can assist with the promotion and reporting of the Charter.

**Signed on Behalf of the SLCGA:**

County Captain/President/Board Chair: Sue Wild  
Date: 09/06/2021

Signed: Sue Wild

Charter Champion: Jane Bathurst  
Date: 09/06/2021

Signed: Jane Bathurst

These objectives will be embedded into the business/operational plan and reviewed on an annual basis, to ensure that this inclusive commitment remains robust.

	<b>Commitment</b>	<b>Current Situation</b>	<b>How this will be achieved</b>	<b>Date/Progress/Targets/Comments</b>
<b>1</b>	Enter negotiations with Surrey County Golf (SCG) to work towards merger. Commit to ensuring strong representation of women on the new, merged board and committees in line with the recommendations of England Golf	SLCGA and SCG are separate organisations managing men’s and women’s county golf in Surrey. An informal agreement is in place to start merger discussions. As a first step, SLCGA has presented a discussion paper to SCG.	Three members of the SLCGA executive committee are to lead negotiations with SCG. Formal discussions expected to start in Spring 2021. Main objective is to merge at an operational level to streamline county golf management with fair representation of women and men in key roles.	Target date for completion 2023 latest.
<b>2</b>	Excellent governance – to adopt standards, policies and procedures in line with best practice.	SLCGA endeavours to promote best practice, with appropriate policies in place. These policies are on the SLCGA website.	Going forward, particularly following merger, the county will ensure: <ol style="list-style-type: none"> <li>1. Development of appropriate job descriptions and specifications</li> <li>2. Suitable Terms of Reference and limits of authority for all committees</li> <li>3. Regular review of policies and practice</li> <li>4. Proportionate women’s representation on all committees</li> </ol>	Annual performance evaluation to ensure continuous improvement. Establish processes to ensure diversity, appropriate skills and succession planning. All policies kept up-to-date and on the website.
<b>3</b>	SafeGolf Accreditation – to be completed Policy to be available to view on website	SLCGA is working towards the SafeGolf accreditation as part of a joint initiative with SGU. County coaches have been DBS checked and have safeguarding and protecting children certificates. Final accreditation for the county is nearing completion.	Continue to promote SafeGolf in all settings. Encourage all clubs in the county to become SafeGolf registered. Lead by example.	Annual review to take place

4	Promote Women in Golf Charter - encourage clubs in Surrey to sign up to the Charter and actively engage in the promotion of women in golf.	Six clubs have already signed the charter: Walton Heath, Coombe Wood, Dorking, Farnham, Royal Mid Surrey and Sunningdale. Approximately 19 clubs are in the process of becoming signatories.	Appoint a Charter Champion with responsibility for promoting the Charter and reporting on progress. Encourage by example. Offer support and advice to Clubs wishing to sign up to the Charter. Any club wishing to receive support or assistance from the County must have signed up to the Women in Golf Charter.	By end 2021, aim to get an additional 10 clubs in the process of signing the Charter, with a further 10 by end 2022
5	Deliver a minimum of four initiatives each year targeting women, girls and families. Deliver directly or with external partners, e.g. England Golf and the Golf Foundation. Academies - encourage clubs to establish academies to bring women into golf.	In 2021, 12 clubs in Surrey signed up for the Girls' Golf Rocks initiative. The SLCGA currently run a number of training programmes for girls. Limited entry points for girls into golf via club junior sections. In the region of 28 clubs in the County have an Academy aimed at introducing women to golf. SLCGA wish to expand opportunities for girls.	Continue to promote the England Golf Girls' Golf Rocks initiative and encourage more clubs to get involved. Increase numbers of girls coming into golf at grass roots level via 'This Girl Golfs' project with the Golf Foundation Organise annual Women's Taster week at clubs across the county – assist with publicity, format and potentially funding. Academies – establish database of clubs with academies. Offer support and advice on establishment of academies. Promote Women on Par events in conjunction with England Golf.	Increase the number of Girls' Golf Rock centres in Surrey. Aim to have 15-20 centres by Summer 2022 Work with the Golf Foundation to deliver a Surrey girls' into golf programme over the next 2-3 years – 'This Girl Golfs'. Target: 5-7 grass roots introduction centres across the county, each with a minimum of 8 girls. Women's Taster week to be organised at clubs throughout the county in 2022 and potentially annually thereafter. Aim to increase number of clubs offering an Academy.
6	Monitor women's and Junior girls' participation in golf across the county. Develop and maintain contact with Juniors who go on to become professionals or work in golf.	Access to lists of women golfers and Junior girls through WHS. Some contact with alumni of Surrey Junior girls, several of whom give their time to encourage current Juniors.	Monitor movements in numbers of women and girls playing golf in Surrey. Maximise benefits of relationships with Surrey Girls' alumni - lessons and talks.	Maintain contact with past Surrey Juniors using social media to promote and develop these relationships.

7	Increase social media presence	Currently SLCGA has a limited presence on social media - Facebook (240 followers/likes) and Instagram (139 followers) - posting infrequently.	Appoint committee member with responsibility for social media. Draw up social media plan outlining subject matter and timing of regular updates on County news and events.	Committee member with responsibility for social media has been appointed. Now aiming to double the number of followers and likes on social media platforms by end 2022.
8	Appoint a designated Charter Champion within the County who can assist with the promotion and reporting of the Charter.	To capture and record a baseline of all the key measures we are committing to within the Charter including membership data for our County 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
		To appoint a Charter Champion utilising the role description provided. The Champion will be responsible for the promotion of the Charter, overseeing delivery of initiatives and reporting on the progress of the Charter.	The County will formally display the Charter commitments on its website, social media and utilise the England Golf press release.	Charter Champion appointed. The Charter Champion to provide England Golf with an annual report on progress made on commitments.