

The Middlesex Golf - Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Middlesex Golf, 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 and England Golf 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, Middlesex Golf 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 Middlesex Golf, to unite and to enhance 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 County.

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 board level with Middlesex Golf.
- 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 Middlesex Golf plan to achieve this

1. To maintain 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific.
2. Excellent Governance - require every committee and sub-committee to adhere to the County's Equality, Diversity, and Inclusion Policy.
3. Deliver three initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns.
4. Increase our total female membership by 25% by the year 2024 (from the position on 1st July 2019).
5. Promotion of the charter via the County website, social media accounts and local community groups.
6. To have 5 women trained and qualified as R&A Level 2 referees.
7. To create and run a Women's Order of Merit.
8. Appoint a designated Charter Champion within the County who can assist with the promotion, support new participants and members, and reporting of the charter.

Signed on Behalf of Middlesex Golf:

Signature

Date

Chairman:

County Secretary

Charter Champion:

These objectives will be embedded into the county 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 maintain 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific.	<p>Since our merger in February 2017, we have maintained a 30% female presence with our Directors of the Board. Currently, we have 3 female Directors out of 10.</p> <p>The Board quorum states that there shall never be less than five and that shall include at least one male Director and one female Director.</p>	<p>By actively promoting these positions linked to appropriate role descriptors that are not gender or background specific</p> <p>We will formally advertise via the county newsletter, social media, and to our delegates and members prior. Charter Champion/Group to be a voice on the Board twice a year to feedback update on charter.</p>	<p>AGM in February 2023 an additional 2 Directors were appointed.</p> <p>Feedback due at Board meetings in July and February each year.</p>
2	Excellent Governance - require every committee and sub-committee to adhere to the County's Equality, Diversity, and Inclusion Policy and the Company's Articles of Association.	<p>Each committee and sub-committee has a minimum of 30% represented by each gender.</p> <p>Our committees are:</p> <ul style="list-style-type: none"> • Tournaments & Rules • Teams & Coaching • Development <ul style="list-style-type: none"> ○ Women's Development Group 	<p>Each committee's Terms of Reference and limits of authority</p> <p>Required all board, committee, members to sign the Equality, Diversity, Inclusion Policy by the end of 2023.</p>	<p>Annual evaluation to ensure continuous improvement.</p> <p>Establish processes to ensure diversity, appropriate skills and succession planning.</p>
3	Deliver three initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns.	<p>Encourage our members to apply for initiatives run by our external partners.</p> <p>County Women's Development Group continue to meet and communicate to support women's golf in the County.</p>	<p>In 2023 we will host women only and mixed events again as well as working with clubs to co-host Women's Golf Day and Girls Golf Rocks to encourage new women into the game.</p> <p>In 2023 we will co-host 3 'Women on Par' events with clubs in the County.</p> <p>In 2024 we will introduce a parent/child event to encourage family participation.</p>	<p>Clubs not already hosting a Women's Golf Day, Girls Golf Rocks, or Women on Par will be supported and encouraged to run these events on their own initiative.</p> <p>Three 'Women on Par' events during the summer months totalling 60 participants.</p>
4	Increase our total female membership by 25% by	In 2022 we had 11% female membership in the county.	Retain membership by promoting to the affiliated members benefits of membership. Communicate about	Continue to track numbers of women and girls affiliated to Middlesex Golf via their clubs as a gross figure and a

	<p>the year 2024. From 1st July 2019</p>	<p>Total of 1080 females in the county Women – 32.7 per club (1014) Girls – 2.1 per club (66)</p> <p>As of 1st July 2023 there are Total of 1107 females affiliated to the County 1060 Females over 18 47 Females under 18</p>	<p>initiatives, competitions and events through the clubs and paid promotion on social media.</p> <p>Encourage clubs to survey their membership and their local catchment area. Help them to understand how their members view their services and the potential members in their locality. Give them a better idea of age and gender demographics.</p> <p>We will hold our 3rd annual Middlesex Women in Golf Charter champion forum in October 2023. Have at least two representatives from each club attend. Work with external partners to support clubs with retention tools and initiatives. Encourage non-WIG Charter accredited clubs to work towards accreditation.</p> <p>Tracking of non-affiliated golfers to view the greater picture of the future of golf in the county.</p>	<p>percentage of the overall affiliation figures.</p> <p>Track non-affiliated golfers via the Independent Golfer scheme and encourage them to become members of affiliated clubs through to the end of the strategic plan year of 2022.</p> <p>Increase female affiliation by 25% by end of 2024. Using 1st July 2019 as the benchmark starting point.</p>
5	<p>Promotion of the charter via the club website, social media accounts and local community groups</p>	<p>The County Secretary and Charter Champion will work within the County and be responsible for the promotion, activation and reporting on the progress of the charter.</p>	<p>The county will formally display the charter commitments internally and externally – website, social media and utilise the England Golf press release.</p> <p>Encourage our members to pledge their own charter.</p> <p>To have at least one contact at each club (in addition to the club's nominated Middlesex delegate) who will liaise with the committee who can disseminate information to the club and in particular it's women's section.</p>	<p>The Charter Champion to provide England Golf with an annual report on progress on commitments made.</p> <p>Have at least 15 Middlesex clubs by end of 2023 as Women in Golf Charter Champions. Enhance County / Club communication by establishing a WhatsApp group of WIG Charter Champions, plus a 'back up' representative in 2023.</p>
6	<p>To have 5 women trained and qualified as R&A Level 2 referees.</p>	<p>Currently, we have three active female referees. One of whom is Level 3 qualified.</p>	<p>Having run a level 2 rules seminar in 2021, help female referring candidates in access training beyond the county to achieve the required level of competence. Target women with specific publications and marketing to encourage as many women as possible to undertake refereeing training.</p>	<p>Explore whether the Middlesex Tournament Committee will run a Level Two seminar and exam in 2024 with a view to maintaining at least five female referees are active within the county.</p>
7	<p>To create and run a Women's Order of Merit</p>	<p>Currently we have the County Championship and Women's Singles KO as the top tier County events.</p>	<p>Encourage clubs through a tiered Order of Merit points system and financial reward to allow women to compete in the current club scratch opens in the County.</p> <p>The length of courses lend themselves to a mixed format.</p>	<p>With Ealing, Sudbury and Muswell Hill Scratch Open allowing women, we will explore whether more clubs will allow women to compete to enable Middlesex to establish a five event (or plus) Women's Order of Merit.</p>

8	To maintain 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, activation and reporting on the progress of the charter.	The County will formally display the charter commitments, 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