



WOMEN IN GOLF CHARTER

This is to certify that

is a registered signatory of the Women in Golf Charter.

By working towards its Charter Commitments,
this signatory is contributing towards creating a positive
change in golf, one which will create a more inclusive culture
that encourages more women and girls to thrive in the game.

Signed by:

A handwritten signature in dark blue ink, appearing to read "M. Slumbers".

Martin Slumbers
Chief Executive, The R&A

Signed by:

A handwritten signature in dark blue ink, appearing to read "J. Tomlinson".

Jeremy Tomlinson
Chief Executive Officer, England Golf

SUPPORTED BY



**ENGLAND
GOLF**

A commitment to a more inclusive culture within golf

We, Port St Mary 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.
- Port St Mary Golf Club 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 Port St Mary 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 Port St Mary 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 level within Port St Mary 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 Port St Mary Golf Club Plan to achieve this:

- To achieve and maintain 30% female representation on our Club Management Committee by actively promoting these positions linked to appropriate role descriptors that are not gender specific
- Deliver a minimum number of 3 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns
- Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
- Promote a membership pathway, for women/girls and families to progress within the club
- Have designated Champions/Mentors within the club who can assist and support new participants and members
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Port St Mary Golf Club:

Club Secretary: Denis Boyle

Signed: 
Date: 10 MARCH 2021

Charter Champion: Karen Callister

Signed: 
Date: 10 March 2021

The Port St Mary Golf Club Women in Golf Charter – Objectives March 2021

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 achieve and maintain 30% female representation on our Club Management Committee by actively promoting these positions linked to appropriate role descriptors that are not gender specific	<p>The Management Committee for PSMGC Ltd consists of 7 roles</p> <ul style="list-style-type: none"> • Chairman, • Secretary, • Treasurer, • Membership Secretary / Seniors Section Representative • Men's Section Rep, • Ladies Section representative • People in Golf Champion <p>Current position is 16% female representation.</p> <p>The Chair, Secretary and Treasurer roles are elected at the company AGM and the section representatives by the club sections.</p> <p>We have role profiles for the committee positions.</p>	<p>Aim to recruit an additional lady to the Golf Club Management Committee from within the ladies and senior sections.</p> <p>Volunteers for future roles on the committee will be encouraged via email and the clubs WhatsApp groups. We have found this method to be successful within our small club and have just recruited additional greenkeeping volunteers via this method.</p>	<p>The female representation has already been increased since the beginning of 2021 as the Ladies representative has been joined by a female Membership Secretary who also represents the Seniors Section. Additionally, our People into Golf Champion is also female so there are now 4 men and 3 women on the committee.</p> <p>Target successfully implemented and the committee will seek to maintain this level of diversity.</p>
2	Deliver a minimum number of 3 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns	<p>Last season due to COVID-19 we offered minimal opportunities to encourage growth in our membership. Although offering a temporary membership when only members were allowed to play the course did encourage some new golfers to join.</p>	<p>Annual lessons for ladies and Juniors supported by the club, Annual Golf Fun Day to encourage all members of the local community to come along and try golf. Also working with the local primary school to provide fun golf lessons.</p>	<p>We would hope to gain two new members from each initiative by the end of the season.</p>
3	Formally promote inclusion to the wider community via the club website, social media	<p>What do you currently do?</p>	<p>To use the club's website and Facebook pages to promote the Ladies and Senior sections of the club and encourage new female members to the sport.</p>	<p>This is going to be harder to evaluate as it won't be necessarily obvious if any new members have been encouraged to join because of our on-line content. However, a further 3</p>

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	accounts and local community groups		It is hoped that next year we will be in a position to update our website	new members would seem a reasonable target.
4	Promote a membership pathway, for women/girls and families to progress within the club	The club do not have a membership pathway. We are small club with less than 200 members. We currently have about 50 lady members and no active girls although there are a number of junior girl members.	We are looking to encourage more ladies via the lessons and then to introduce a buddy system to help them into becoming members and regular players. Regular 9-hole competitions are to be introduced to encourage new members to take part in competitions. Juniors will be encouraged by a similar method both with the lessons in the local primary school and lessons arranged at the club with more regular junior competitions being made available.	Aim for 20% of the ladies and juniors who attend lessons to progress to full membership of the club
5	Have designated Champions/Mentors within the club who can assist and support new participants and members	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
6	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter	No Golf Charter Champion	Selection and appointment of a volunteer to act as Charter Champion	Champion selected Karen Callister
7	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