

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Harleyford GC 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 Harleyford GC 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 Harleyford GC, 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 Harleyford GC
- 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 Harleyford GC plan to achieve this

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
2. Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
3. Promote a membership pathway, for women/girls and families to progress within the club
4. Have designated Champions/Mentors within the club who can assist and support new participants and members
5. To achieve and maintain 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific
6. To meet England Golf's terms of affiliation
7. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Harleyford GC:

Club Manager/Secretary/ Chairman: JACK SLADE

Date: 20/1/26

Signed:



Charter Champion: Diane Elliott

Date: 18-1-26

Signed:



These objectives will be embedded into the club 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 Deliver at least two initiatives each year targeting women/girls and families aligned with key England Golf campaigns.	<p>Our club currently:</p> <p>The women's academy operates every six months, commencing in April and October. Members participate in bi-monthly playing sessions on the course, guided by experienced golfers.</p> <p>The women's committee has appointed an Academy Liaison Officer to organise play on the course and represent the interests of Academy members within the club.</p> <p>Twice a year, just before the end of the six-month sessions, the competition secretary organises a fun Texas scramble with experienced golfers and academy players to foster social interaction.</p> <p>Sign-up for less formal social golf is available on Tuesday and Sunday mornings after graduation.</p> <p>Presently, there are two junior girl members.</p> <p>A Junior Academy is run by the Club Pro every Sunday for 10 weeks. 43 boys and 7 girls take part, and the academy is full.</p>	<p>By</p> <p>Offer Get into Golf sessions—free of charge. They may take place on weekends or after the school run. Some funding is available through the County.</p> <p>Free Nine and Wine sessions on the golf course.</p> <p>Offer golf lessons for the whole family. Conduct golf lessons for parents concurrently with junior sessions. Engage with parents at the club. Provide free coffee after sessions to encourage social involvement.</p> <p>Work with the Pro and assistant pro to increase the number of girls to the junior academy and junior membership.</p> <p>Delivering Girls Golf Rocks. The Assistant Pro will oversee the event. Could we enlist existing junior girls as role models to assist with the event?</p>	<p>2026</p> <p>Promote through schools, Facebook, Instagram, and current membership. How many participants are there? As many as possible.</p> <p>Women can progress to the Academy.</p> <p>Target – increase the number of junior girls to 5 for 2026 and 10 by the end of 2027.</p> <p>Junior membership is full. The club can give priority to girls with no waiting list, as part of the club's EDI policy, which is covered under 'positive action.'</p>
2 Promote a membership pathway for women/girls and families to progress within the club.	<p>Our club currently</p> <p>Successful Academy. This is currently full, with a waiting list. We have an active WhatsApp group to aid communication.</p>	<p>By</p> <p>We do not currently conduct surveys, but we can if we feel it is beneficial.</p>	<p>Target: Increase female membership to 20% of club membership by April 2027. Increase female membership to 30% by 2030.</p>

	<p>We already have stages between the Academy and full membership, including mentoring on the course, introductions to playing members, and no joining fee payable when graduating from the academy to full 7-day membership.</p> <p>Membership is currently full, and there is a waiting list; however, playing women with a handicap can join without waiting.</p> <p>A new members' pack for female members who have not entered through the Academy, along with an introduction to the women's captain.</p> <p>7-day, 5-day and flexible memberships are available, subject to availability.</p> <p>Total female members = 118 Members = 88 Academy = 28 Junior girls = 2</p> <p>Total male members = 561 (excluding corporate) Junior boys = 71. No adult male Academy. Percentage female to male = 18%.</p> <p>Current national average is 13%.</p>	<p>Discussing offering a nine-hole membership and a family membership?</p> <p>Nine-hole membership is difficult as the course does not return to the club after nine holes.</p> <ol style="list-style-type: none"> 1. Maybe have a check-in and check-out system. 2. Create a loop which can be formally rated for handicap purposes and offer 9 9-hole memberships. <p>Offer a family membership package and designate a time of the week (or month) as family hour, family afternoon, etc.</p>	<p>Is there any possibility of increasing the capacity within the academy?</p>
3	<p>Have designated Champions/Mentors within the club who can assist and support new participants and members</p> <p>Our club currently does your club currently operate a buddy scheme or mentor program? Yes</p> <p><i>If so, how many do you already have in place? One appointed and several volunteers.</i></p>	<p>By</p> <p>If you are looking to develop a buddy program, you can provide them FREE access to the Golf Hero's E-Learning https://www.englandgolf.org/club-support/membership-growth-retention/your-volunteers/golf-buddies/</p>	<p>We want to achieve</p> <p>Ask the Academy Liaison Officer to take part in Golf Hero's E-Learning.</p> <p>Speak to the welfare officer regarding a mentoring programme for girls.</p>

		Do they support the women and girls going through the pathway at your club? Only the women.	There is currently no mentoring programme for girls. At present, we only have two junior girls.	Nominate an individual to be a Young Ambassador? Young ambassadors - England Golf
4	To achieve and maintain 30% female representation on our Board of Directors by actively promoting these positions linked to appropriate role descriptors that are not gender specific	Our current Board and/or committee consists of: We have men's and women's captains with equal standing. Each section has its own committee. The joint committee is represented by both captains and vice-captains, the club manager, the director of golf, and the head greenskeeper. 29% represented by women (2 out of 7) The men's committee choose their captain and the women's committee chooses their captain.	By: Explain what actions you might need to take to reach 30% or maintain it in future years. <ul style="list-style-type: none"> Could you look to implement role descriptors? Formulate a nominations committee? Complete a skills matrix of the existing board/committee to ascertain gaps in current skills? Promoting the need for more women to stand for election at AGM in monthly club newsletters and impact they can achieve by sharing roles and responsibilities For further support please refer to the Governance Guide https://www.Englandgolf.org/wp-content/uploads/2019/10/England-Golf-Club-Governance-Guide-2.0.pdf and Governance pack to access these resources https://www.Englandgolf.org/download/governance-pack-2019/	30% female representation achieved. Goal to maintain this level of female representation year on year.
5	To meet England Golf's terms of affiliation	Safe Golf Policy has been in place since 2020 and is renewed annually. EDI policy approved in 2024. The welfare officer keeps the checklist up to date.		Achieved. Review policies on an annual basis
6	Appoint a designated Charter Champion within the club who can assist with promoting and reporting 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 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

		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	Diane Elliott - The charter Champion to provide England Golf with an annual report on progress on commitments made
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