

**Leicestershire & Rutland Ladies County  
Golf Association**



**Women in Golf Charter – Action Plan**

	<b>Commitment</b>	<b>Current Situation</b>	<b>How this will be achieved</b>	<b>Date/Progress/Targets/Comments</b>
<b>1</b>	Support clubs within the County to become signatories to the Women in Golf Charter and to have designated Champions within each Club who can assist and promote a more inclusive culture.	Our county currently has 10 clubs who are Charter Signatories.	A workshop was run in July 2022 to promote the Charter to clubs. By becoming a signatory to the Charter the County wishes to work in partnership with clubs and encourage more to become signatories. A Charter network will be established and led by the County Charter Champion. Membership will be open to all to in order to offer support to committees and individuals. Examples of good practice and Charter achievements will be collected and shared with clubs	LRLCGA to become a Charter signatory by June 2023. Charter Champions and good practice network to be established and have held initial meeting by late summer 2023. Increase number of signatory clubs to 15 by 2024 Promote Charter as part of President Club Tour
<b>2</b>	Promote a County Pathway which supports Junior Golf and ultimately enables junior to progress and continue playing golf as adult golfers	The county currently has an active county junior programme and is has a dedicated County Junior Organiser who is a key member of the County Executive team. We have a dedicated Junior section within our website and	We will continue to run an active county junior programme through our County Junior Organiser We will continue to offer financial support to the Junior development team. We will continue support to Juniors seeking to represent the County through regular engagement between the 1 <sup>st</sup> and 2 <sup>nd</sup> team County Captains and the County Junior Organiser.	Promote both Girls Golf Rocks and Women on Par to clubs by sharing good practice examples.

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		actively promote all junior events and successes through our website news page	We will offer support clubs running Girls Golf Rocks.	
<b>3</b>	Continuing to develop our knowledge and understanding of the female golfer population across the County to engage and communicate with all. Ultimately this will assist us to increase involvement and participation with the County at all levels.	Communicates regularly with club representatives and holds four Management meetings per year plus an AGM. Offers team and individual golf competitions open to all handicap levels. Undertook a major review of competitions and prize structures in 2021/22 which has resulted in changes to age and handicaps limits plus a new competition aimed at dispelling the myth	Systematically recording and reporting on female membership data across the county  Utilising data from England Golf on female participation  Supporting the work of EG and engaging in the Benchmarking Pilot Build on the annual information that we gather from constituent clubs.  Use data to inform decisions on promoting engagement and increasing county participation  Continuing to review communications with clubs, through the Club representative network, and with	Acquire & Record baseline membership data for clubs by Spring 2023 including that collected by EG  Develop data benchmarking to support the EG benchmarking pilot project. By end of 2023 review and update county website.  Review all communication channels in order to focus on those that will best support engagement with clubs and individuals. Assess the role of Club Representatives to identify and implement changes that would strengthen engagement.  Review participation data for 2023 county competitions to identify focus for development for 2024

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		that County golf is only for elite golfers	individual members Continuing to review participation in all county competitions	
4	Ensure we have a robust Equality, Diversity and Inclusion policy as outlined by England Golf	To be accredited in line with EG EDI policy	Process of establishing the requirements for an effective EDI policy in line with EG	EDI policy completed as a 'County' with the Union and agreed at Executive meeting on the 17 <sup>th</sup> April 2023
5	To maintain being a SafeGolf accredited County and ensure policies and procedures remain up to date	<p>a. Adopted the required County policies.</p> <p>b. Appointed a County Welfare Officer</p> <p>c. DBS checks are obtained for relevant personnel.</p> <p>d. Staff and volunteers have obtained any required qualifications.</p> <p>e. PGA Professional(s) in County coaching roles are included on PGA SafeGolf Coaches Register</p>	<p>The committee has approved all the policies and procedures, and these will continue to be displayed on the Counties website.</p> <p>All documentation is up to date and has been shared with our local England Golf Regional Manager.</p> <p>To work with England Golf to ensure all clubs within the county remain up to date with the SafeGolf accreditation.</p>	Keep a register of when the key policies and documentation needs to be updated and when key members of staff and volunteers need to undertake relevant training

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6	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, activation and reporting on the progress of the charter.	The County will formally display the charter commitments on our website, social media and utilise the England Golf press release	Charter Champion appointed on the 26 <sup>th</sup> April 2023. The charter Champion to provide England Golf with an annual report on progress on commitments made

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