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

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|  | **Commitment** | **Current Situation** | **How this will be achieved** | **Date/Progress/Targets/Comments** |
| **1** | Deliver a minimum number of two initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns | **Our club currently**  Our professional regularly promotes Ladies and Juniors membership. He regularly promotes and runs Get into Golf sessions for ladies and runs ladies group coaching for beginners.  The professional runs mixed competitions midweek and winter weekends. | To continue to deliver Girls Golf Rocks and Get into golf sessions for women?  We will continue to actively promote Women’s golf through adverts and social media.  Beginners sessions run throughout the year. | Get into Golf sessions  Family fun day  GirlsGolfRocks sessions run  September 2022 |
| **2** | Promote a membership pathway, for women/girls and families to progress within the club | **Our club currently**  Run weekly 9 hole competitions as well as 18 hole competitions.  Mid week mixed competitions.  WHS information sessions  Lady Captain rings and offers to play with all new members and promotes the benefits of golf, the Ladies Section and New Mills Golf Club. | **By**  Running fun competitions  Pop up information sessions and golf related quizzes.  Information evenings covering rules, etiquette etc.  Lady Captain to contact and offer to play with all new women/girls members. | Due to the initiatives instigated by the club the membership of our  Ladies section has increased from 34 in 2017 to 55 in 2021.  Due to the challenges created by the pandemic our aim is to maintain this level of membership during 2022 |
| **3** | Have designated Champions/Mentors within the club who can assist and support new participants and members | We have relied on Lady Captain and members of the Ladies Committee to support new members. | **By**  EnsuringOur AGMs all members are advised of the positions of Championsl/Mentors and their roles and responsibilities before our AGMs in March 2022  Nomination sheets will be displayed in the clubhouse before our AGMs.  At both the Ladies AGM and the Club AGM Champions/Mentors will be elected for all sections of the club. | By the end of March 2023 we will have  Champions/Mentors elected,. trained and supported for all sections of the club.  An action plan and procedures will be drawn up to ensure all new members are supported and encouraged during their first year. |
| **4** | To achieving and maintain 30% female representation on our Management Team by actively promoting these positions linked to appropriate role descriptors that are not gender specific | **Our current Management Team consists of:**  Five elected members plus the Captain and Lady Captain.  The present percentage is 29% Female  71% Male  Our Handicap Committee is 40% female  60%male  chaired by a female member.  Female representation on interview panels. | **By:**  Several positions in the Management Team are up for election at our AGM in March 2022. We will actively encourage already identified Lady members to enter their names on the ballot. | We aim to achieve at least higher than 30% female representation on our Management Team by March 2022 |
| **5** | To maintain our SafeGolf accreditation and ensure policies and procedures remain up to date | We are already a SafeGolf accredited club.  We have a Club Welfare Officer  DBS checks are obtained for relevant club personnel d. Club staff and volunteers have obtained any required qualifications e. PGA Professional(s) are included on PGA SafeGolf Coaches Register | The management team at the club has approved all the policies and procedures.  All documentation is up to date and has been shared with our local England Golf Club Support Officer  Our annual review date is 17th March 2022 | 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 |
| **6** | Appoint a designated Charter Champion within the club 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 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 |
| Our Lady Captain has volunteered to become our Charter Champion who will be responsible for the promotion, activation and reporting on the progress of the charter. | The role of Charter Champion will be elected at our AGM. 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 |