

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf.

We, Hankley Common 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 shift in culture. There is a clear 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, Hankley Common 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 within Hankley Common 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/board level with Hankley Common 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 Hankley Common Golf Club plan to achieve this

1. To maintain the percentage of lady members over and above the England Golf target of 20% and continue to grow above that level where possible.
2. In order to promote all-member golf, make the switch from gender-based tees to ability-based tees.
3. In order to promote all-member golf, consider how to make peak tee times equally available to all members.
4. Promoting volunteering and committee opportunities for women and girls within the golf club.
5. Work with SGU, SLCGA and EG to maintain SafeGolf status and support the National Women and Girls Golf campaigns.
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.

Signed on Behalf of Hankley Common Golf Club:

General Manager: Ed Richardson

Signed:

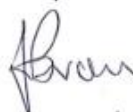


Date:

24/3/23

Charter Champion: Jill Brown

Signed:



Date:

24/3/23

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	To maintain the percentage of lady members over and above the England Golf target of 20% and continue to grow above that level where possible.	Currently Hankley is pleased to have achieved a female membership percentage of 21.74% in its playing categories. (England Golf figures show that the national average is 15% and its target is 20%). However, in light of demographic issues with this number, the club remains committed to increasing its percentage.	Continue to work with the Ladies' section to promote what it does, along with its successes and welcoming attitude. This will include the ongoing work of the ladies demographic working party to encourage young women to join the club and continuing to operate our extremely successful Ladies academy making the pathway to join full membership through normal means or through the academy, as smooth as possible.	Data to be reviewed annually and appropriate prioritisation measures taken, should the percentage of lady members drop. Continue to develop our Ladies' academy programme. The goal will be to have balanced representation across age and handicap range.
2	In order to promote all-member golf, make the switch from gender-based tees to ability-based tees.	Currently, the club has a wide range of tee options, with ratings for men and ladies from yellow, red and black courses and men also rated from purple and white tees.	A stigma is still attached to certain colour tees so the club will explore changing the tees to different colours or giving them numbered or named titles, to help reduce this.	Plans agreed before the next course rating of Hankley occurs in 2024.
3	In order to promote all-member golf, consider how to make peak tee times equally available to all members.	In general terms, the club currently has the more traditional set up of one Ladies' morning (Thursday) and roughly 30% of the peak Friday and alternate Saturday and Sunday mornings are reserved for Men's competitions. There is also an alternative weekend day set up for all Ladies' competitions in place.	By working with the Captain's Committee and Ladies' Committee to provide increased number of Thursday, Friday, Saturday and Sunday competitions that are open to both genders. This should mean that greater number of peak times are available to both men and ladies. Both committees will continue to ensure those ladies who can only play at weekends, can do so competitively.	Increase the number of gender-neutral Thursday, Friday, Saturday and Sunday morning tee times by 5% in 2023 and by a further 10% in 2024.

4	Promoting volunteering and committee opportunities for women and girls within the golf club.	Currently the Lady Vice-Captain sits on the Management Committee, with the Lady Captain sitting on the Captain's Committee. Also, all roles as officers, or on the Management & Captain's Committees, are available to both genders.	By working with the Ladies' section to promote the work of the Committees and specifically promote any available roles to women, in order to encourage suitably qualified candidates to apply.	Due to low number of roles and the positions being subject to member vote, it is difficult to set targets for this. However, having at least 2 women candidates apply for Committee positions in the next 4 years would be a good target.
5	Work with SGU, SWG and EG to maintain SafeGolf status	The club currently has SafeGolf accreditation which it plans to maintain.	By maintaining these relationships in order that SafeGolf status is maintained and also, any promotional events can be arranged accordingly.	Reviewed annually to ensure SafeGolf accreditation is maintained and that all opportunities for growing the game to women and girls are taken.
6	Work with the SGU, SWG and EG to support the National Women and Girls Golf campaigns.	The Ladies Committee and General Manager also work closely with the SGW and SGU in order to ensure they support national and county campaigns and promote junior girls golf.	By ensuring the club, committees and pro shop staff remain fully committed to run these events. Continue the ongoing work of the junior organisers to encourage girls to play golf and join the club.	In 2023, this should include 2 county/national grow the game events, and promotion of AIG Women's Open Qualifier.
7	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.
		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.

Ongoing Reviews

Review Meeting - 16th July 2023

	Commitment	Current Situation
1	To maintain the percentage of lady members over and above the England Golf target of 20% and continue to grow above that level where possible.	As of 16/6/23 Hankley has welcomed 3 under 35-year-old women playing members in the last 6 months and 2 women have progressed to full membership from the academy, with a further 3 female members likely to move to full membership in the next 3 months. The current age of women members including juniors is currently 64.94 years.
2	In order to promote all-member golf, make the switch from gender-based tees to ability-based tees.	Some members are now choosing to play off the more forward tees, although there has been some hesitancy from other members. It has been agreed that we will wait until the course ratings are redone next year to promote this further.
3	In order to promote all-member golf, consider how to make peak tee times equally available to all members.	Hankley has made an additional 3 women's and 3 men's competitions open to both genders this year
4	Promoting volunteering and committee opportunities for women and girls within the golf club.	A review of governance at Hankley has been discussed but no changes have currently been made.
5	Work with SGU, SLCGA and EG to maintain SafeGolf status	Safe golf accreditation is being maintained.
6	Work with the SGU, SLCGA and EG to support the National Women and Girls Golf campaigns.	The AIG Women's Open final qualifying is being held at Hankley in August. Hankley remains committed to staging women's golf events in the future and the Ladies Open and Elizabeth Price are both oversubscribed.
7	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.	Jill Brown has been appointed as Charter Champion at Hankley and she will provide an annual report to England Golf.

Date of next review meeting – January 2024

	Commitment	Current Situation
1	To maintain the percentage of lady members over and above the England Golf target of 20% and continue to grow above that level where possible.	In the last 6 months we have had no new women members and we have only 1 on the current Register of Interest. The average age has gone up to 67.30. A working party has been formed to look at the demographics as we currently only have 8% of women members under the age of 50. This will feed back to the Captain's and Management Committees.
2	In order to promote all-member golf, make the switch from gender-based tees to ability-based tees.	More members are now using gender neutral tees. The course rating will be done in July or August this year so a working party has been formed to look at the placement and naming of tees and the possibility of unifying the stroke indices. The new rating will not come into effect until 2025.
3	In order to promote all-member golf, consider how to make peak tee times equally available to all members.	We are continuing to increase the number of competitions open to all. There are now 4 at weekends this year and 4 on Thursdays. The new software now allows the possibility of running 2 separate competitions on the same day. Our charter aims to increase all member golf.
4	Promoting volunteering and committee opportunities for women and girls within the golf club.	Currently there has been no change in governance but a working party has been set up to look at this early in 2024.
5	Work with SGU, SWG and EG to maintain SafeGolf status	Safe golf status is being maintained. England Golf requires Equality, Diversity and Inclusion and Disciplinary policies to be in place and this is being dealt with by the Management Committees.
6	Work with the SGU, SWG and EG to support the National Women and Girls Golf campaigns.	Hankley are holding The Surrey Women's Championship in April this year and there is the possibility we will be asked to hold a Rose Series event.
7	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.	Jill Brown will continue as Women in Golf Charter Champion.

	Commitment	Current Situation
1	To maintain the percentage of lady members over and above the England Golf target of 20% and continue to grow above that level where possible.	There has been 1 new female member in the last 6 months. There are 5 currently in the joining process. The average age has gone down to 65.1.
2	In order to promote all-member golf, make the switch from gender-based tees to ability-based tees.	More members are using yellow and red tees depending on ability rather than gender. The course ratings are being looked at in the next 1-2 months. The new rating will not come into effect until 2025. The black tees are currently being made more permanent.
3	In order to promote all-member golf, consider how to make peak tee times equally available to all members.	We are continuing to increase the number of competitions open to all. In 2025 2 more medals / stablefords will become mixed and there will be 2 more under 35-year-old competitions which will be mixed.
4	Promoting volunteering and committee opportunities for women and girls within the golf club.	A governance working party has been meeting. There will be elections for board members after October and women will be informed that they can apply.
5	Work with SGU, SWG and EG to maintain SafeGolf status	Safe golf status is being maintained. England Golf requires Equality, Diversity and Inclusion and Disciplinary policies to be in place and this has been approved by the Management Committees.
6	Work with the SGU, SWG and EG to support the National Women and Girls Golf campaigns.	The Rose series, a women's event, did not need to use Hankley as a venue this year. Hankley held the Surrey Women's County Championship.
7	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.	Jill Brown will continue as Women in Golf Charter Champion. An annual report to England Golf is no longer needed.

Review Meeting – Spread across two meetings 30th April & 28th May 2025

At the meeting, it was agreed it was time to review some of the commitments to ensure they were relevant and up to date. The proposed revised commitments are below:

	Commitment	Current Situation
1	To maintain the number of women members at 22% or above to redress the gender imbalance at the club.	Currently only 28% of women members are under 60 years old compared to 48% of men. The average age of the women has increased to 67.6 compared to 56.5 for the men. 1 new woman has re-joined from non-playing membership and 2 from the academy this year.
2	Hankley has recently changed from gender-based tees to distance based tees eg 46, 56, 62, 65 & 70. We wish to further promote all member golf and continue to culturally move from gender-based tees to ability-based tees.	More men are using 46 and 56 tees and a few women are using 62 tees. The course ratings have been redone this year resulting in new slope indices.
3	In order to promote all-member golf, consider how to make peak tee times equally available to all members.	There have been 2 more mixed medals/stablefords this year and one more mixed under 35 competition.
4	Promoting volunteering and committee opportunities for women and girls within the golf club.	Ladies Captain & Vice-Captain now both sit on the Captains' committee as a result of a change in governance. The Ladies Captain also has a permanent, full voting place as a Director on the Board. Maggie Whittet sat on the governance working group, Jane Bathurst is part of the course advisory group and Sally Stewart is on the Pace of play working group.
5	Work with SGU, SWG and EG to maintain SafeGolf status	Safe golf status is being maintained. England Golf requires Equality, Diversity and Inclusion and Disciplinary policies to be in place and this has been approved by the Management Committees.
6	Work with the SGU, SWG and EG to support the National Women and Girls Golf campaigns.	Cathy Russell worked hard to get a Rose Series event but their diary is done too late for Hankley. We might be more successful if we offered a day other than just a Thursday. We continue to support both Surrey and South East girls training days.
7	Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.	Jill Brown will continue as Women in Golf Charter Champion.

Two further points were noted from the meeting:

There was a continued desire to ensure the club redress the gender imbalance as outlined in the Charter. Following on from our proposal that was put to the Captain's committee 18 months ago we need to urgently look at a way of bringing in new younger female members as Sunningdale and Walton Heath have just done. One possible way of doing this is by looking at reducing the entrance fee for women under 35 (and preferably lower handicaps) for a period of time. One item that has been proposed and agreed by the board is to enforce the commitment number 1 in the charter, during any renewal period, the current percentage of male/female members of 22% will be maintained. We are pleased that this has been approved as if we don't do this, very soon there is going to be a dramatic decline in the number of women members as 27% are over 80.

Next review meeting: 5th September 2025