

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 encourage female representation on the Board of Directors	The club currently has 1/11 representation by an open nomination and election process available to all shareholders.	<p>Nominations are received in September of each year that a vacancy arises.</p> <p>The Board will encourage open conversations/forums with the ladies matching skill sets to the needs of the Boards action plan. This will be achieved through the Charter Champion who will communicate to the lady members the changing ethos of the club and that it is a club for all with the Club Governance being reviewed in 2023.</p>	<p>Currently:</p> <ul style="list-style-type: none"> • There is a separate ladies committee. • With the change to WHS a new Handicap Committee has been created with 2 [two] members from each section - ladies: men: senior men • Club Governance is being reviewed with the suggestion of a Club Committee • <p>Procedures will be reviewed annually following formation of the Board at the AGM in December.</p>
2	Promote a pathway to membership for women.	We have 47 golf members [July 2023] and our aim is to increase this by a minimum of 6 each year.	<p>Previously we have run an academy membership offering individual lessons and access to the course.</p> <p>These run for a period of 6 months providing lessons, buddy system with a gradual progression to accessing the course.</p> <p>Taster sessions will be offered as an open event to the club.</p> <p>Marketing of these sessions and membership will be through word of mouth of members; social media channels.</p> <p>Utilise England Golf regional Club Support Officer.</p>	<p>Summer 2023:</p> <ul style="list-style-type: none"> • Taster Days • Ladies Introduction to Golf • Putting & Prosecco

3	Promote a pathway to membership for girls.	We have 4 youth members [May 2023] and our aim is to increase this by at least 1 per annum.	<p>Utilising the initiatives of England Golf and R&A to promote through local area schools and clubs.</p> <p>Promote through members the current initiative of complimentary membership for those youths at primary school age and extend this with a discount for other youth age categories.</p> <p>Utilise England Golf regional Club Support Officer.</p>	Girls Golf Rocks initiative – June & July 2023.
4	Provide inclusive competitions for all levels of golfers	<p>Men's and ladies' competitions have been run separately by the club's Greens Committee [men] and Ladies' Committee [ladies].</p> <p>In past years competitions with the same name have been played an alternative dates. In 2021 these have been put on the same day to be played together. Albeit they are set-up as separate competitions for result and handicap purposes.</p>	<p>WHS Handicap Committee has been formed with 2 members from each section [2 x ladies], [2 x 60+ male], [2 x under 60's male].</p> <p>This will be maintained with a minimum 33% of lady participation.</p> <p>2021 Diary/fixture list reviewed to enable competitions to be played on the same day.</p>	Established October 2020.
5	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.
6	Promotion 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.