

These objectives will be embedded into the club business 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 increase both Women and Girls participation at Kirby Muxloe Golf Club.	<p>Free Group Sessions for Beginners with PGA Professional started in 2019</p> <p>Went from no coaching at all and in 2019 there were 5 beginners attended in September. Due to lateness in Season - carried over to 2020</p>	<p>Club Council agreed in 2019 to build upon Free Taster Group Sessions and Create a Pathway for Complete Beginners to help Women get into Golf. Pathway Steps :</p> <ul style="list-style-type: none"> • Free Taster Group Sessions • 1 year Ladies Academy • 1 year Flexible Members <p>+ Social Membership – giving access to practice facilities and clubhouse with discount on drinks/food</p>	<ul style="list-style-type: none"> • 2020 Free Group sessions began w/c 23rd June 2020 <p>Progress</p> <ul style="list-style-type: none"> • 12 women (inc 3 carried over from 2019) attended beginner coaching sessions <p>Target</p> <ul style="list-style-type: none"> • This will be an annual programme
	<p>Full membership with recently introduced pathway</p> <p>Baseline figures of membership 2019</p> <p>Full 7 day (inc Lady Captain) - 4</p> <p>Full 7 day off peak - 5</p> <p>Full 6 day - 29</p> <p>Full 5 day - 18</p> <p>Flexible – 0</p> <p>Academy – 0</p> <p>Total of 56 Female Adult Members + 9 Female Junior Members</p>	<p>Introduced new for 2020 7 day members, a second competition day for female competitions, (Saturday), to encourage Women who work full time.</p> <p>Moving on from the Beginner sessions – Social Membership – allows access to practice facilities, clubhouse</p> <p>A 1 Year Academy Membership (Play whilst Learning – Includes individual lessons; play holes with mentor support; learn rules and etiquette.</p> <p>A 1 Year Flexible Membership (An introduction to a full membership; opportunity to gain an official handicap; and introduction to competition golf.</p>	<p>There is a playing golf target whereby the conversion to membership is not being pushed initially. Want to be a no pressure environment.</p> <p>Progress</p> <ul style="list-style-type: none"> • Pathway created 2019 and put into Action March 2020 • 6 academy members all through free taster sessions. • 2 taken up social membership which includes all practice facilities and clubhouse. Stated will have through the winter and then progress to Academy Spring 2021 • Academy members also brought in children who are having lessons now with the Juniors – a total of 47 Junior Attend Junior Academy

	Continued				<ul style="list-style-type: none"> September/October - Club amnesty to help beginners with equipment, this also included ladies clothing, washed and provided to beginners. <p>Change to figures since April 2020</p> <p>1 Full 7 day 1 Full 6 day 1 Flexible 6 Academy 2 Social</p>
2	Increase awareness of Kirby Muxtoe Golf Club's commitments to Women and Girls.	Website includes Ladies Section with Lady Captain's Welcome	<p>a) Increase awareness by featuring opportunities for Ladies and Girls on home page of website.</p> <p>b) Conduct Mail Shots of pathway</p> <p>c) Posters in community/local newsletters</p> <p>d) Promote via Social media, including Facebook and Twitter</p>	<p><u>Progress</u></p> <p>a) July Home page of website includes links to:</p> <ul style="list-style-type: none"> Pathway "Member in Spotlight" Story To add more stories as and when – e.g one new female has now bought her 2 sons and introduced to junior section and can do an activity with them <p>b) Mailshot of pathway sent out June 2020 – posters and flyers door delivery, local businesses to put in windows June 2020. This will be refreshed and done again before start of next season (Feb 2021)</p> <p>Measure and keep track by finding out and keeping track of how new participants found out about the sessions, membership etc. E.g one lady enquired recently through looking at the info on the website.</p> <p>Potential radio feature with Radio Leicester – (Achieved 5th November 8.40 a.m. with Ben Carpenter) Follow up planned Spring 2021.</p>	

3	<p>Improve transition of Junior Girls into Women's Golf</p>	<p>Girls able to play in Women's Competitions except some Honours Boards limited on HC. Some Honours Boards are replicated in Junior section so able to play in those. Currently have 9 no. of junior girls with 2 involved in full section.</p>	<p>Improve use of Notice Board to include:</p> <ul style="list-style-type: none"> a) Junior Competitions (local, regional and national) b) Junior Achievements <p>Improve Communication and Inclusion</p> <ul style="list-style-type: none"> a) Ladies Captain to meet all Junior Girls and parents and maintain regular contact. b) Ladies Captain to meet regularly with Junior organiser to improve communication. <ul style="list-style-type: none"> • Ensure all information is emailed out as well as on notice boards • Ensure that the club has a link and receives all comms from County Junior Organiser re opportunities for the girls • Plans for more Juniors and Adult comps at the club 	<p><u>Progress</u></p> <ul style="list-style-type: none"> • Displayed LRLCGA Girls fixtures for 2020, continue to 2021 • Displayed Leicestershire Fox and County Championship Posters and Entry Forms, continue to 2021 • New Volunteer (Mandy) expected to help with the juniors as the girls link to the Junior section 2021 • The Club has a weekly newsletter – Charter Champion has passed on all junior achievements to go into this and promote what the club juniors are doing. • Well done cards sent to juniors on achievements from Lady Captain – engage in section and get to know them better – incorporate comms like this into role descriptions for predecessors.
4	<p>Have designated Buddies within the club who can assist and support new participants and members</p>	<p>Basic Notices in Ladies Locker room and Clubhouse</p>	<p><u>For Buddies</u></p> <p>Adopt role descriptors for Buddies and create mini pack for Buddies. E.g to include regular contact, phone call/message asking, take out on to course.</p> <p>Look into the Buddy Training with England Golf</p> <p><u>For Newbies</u></p> <p>Welcome evening/session for new participants to meet buddies. This includes all new to lessons, academy and social memberships.</p>	<p><u>Progress</u></p> <ul style="list-style-type: none"> • New Whatsapp group to communicate with new participants in academy. Social members also have access so are all linking together and practicing outside of sessions. • Diane has been taking new participants out for 3 holes • Rules & Etiquette evening held on 2nd September • July 2020 - 3 Buddies signed up to support new members. Nov 2020 - now 5 signed up

			<p>Hold Rules and Etiquette Evenings for Beginners</p> <p>Create Resources to aid practice – currently utilised some of the Women on Par challenge sheets</p>	<ul style="list-style-type: none"> Competition arranged for academy ladies - 5 holes, 1 academy with 1 regular member, alternate shots and aim to run once a month (postponed due to Lockdown – rescheduled for December) <p><u>Targets</u></p> <ul style="list-style-type: none"> Recruit 4 number Buddies for 2021
5	To maintain the SafeGolf accredited club and ensure policies and procedures remain up to date	<p>a. Adopted the required club policies</p> <p>b. Appointed a Club Welfare Officer</p> <p>c. DBS checks are obtained for relevant club personnel</p> <p>d. Club staff and volunteers have obtained any required qualifications</p> <p>e. PGA Professional(s) are included on PGA SafeGolf Coaches Register</p>	<p>The management team at the club has approved all the policies and procedures.</p> <p>All documentation is up to date on the England Golf portal.</p>	<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</p> <p>Renewal Date: 10/09/21</p>
6	Promotion of the charter and impact measurers	<p>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</p> <p>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.</p>	<p>Formally share progress and updates/changes to the charter with England Golf moving forward</p> <p>The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs and utilise the England Golf press release</p>	<p>To provide annual measures to help determine the impact of the charter</p> <p>The charter Champion to provide England Golf with an annual report on progress on commitments made</p> <p>Note – Appointed 2 Champions</p>