



R&A
Women in Golf Charter

A toolkit to establish a more inclusive culture in golf

#FOREeveryone
RandA.org/FOREeveryone

FOREWORD.



MARTIN SLUMBERS
Chief Executive, The R&A

It is my pleasure to introduce you to this toolkit, which is a critical document as the golf industry seeks to safeguard our sport for the future by creating the conditions to attract more women and girls.

I hope you find this an informative and useful manual, representing industry best practice and linking to a suite of assets and Resource Portal, all of which are designed to help clubs and facilities approach the idea of cultural change.

This crucial step is but the first in an ongoing journey of support which The R&A, the national associations and The PGA are committed to, providing all affiliates with the advice and materials they need to join us in tackling this critical issue into the future.

The Women in Golf Charter has been created to inspire an industry-wide commitment and conversation with the ultimate goal of enabling more women and girls to maximise their potential at all levels of the sport. **#FOREeveryone** creates a more accessible narrative behind which the golf industry can unite and through which existing and prospective golfers can engage.

This campaign, we truly believe, can help us change the face of golf across the globe, for the betterment of our sport. I hope you can join us in harnessing its power to change the game forever.
#FOREeveryone



WHAT WE WOULD LIKE FROM YOU.

This toolkit represents step one in a long journey The R&A, national associations and The PGA are embarking on together. While this campaign has been designed to offer long term support, we would love you to initially perform five simple actions.



CONTENTS.

Overview

- 6. Introduction
- 7. What is Gender Balance?
- 8. Reasons to be More Family Friendly
- 9. Women and Girls in Golf - Current Status
- 10. Enville Golf Club - Case Study

#FOREeveryone

- 12. Introducing #FOREeveryone
- 13. Becoming a Charter Signatory
- 14. Examples of Charter Commitments
- 15. #FOREeveryone Resource Portal
- 16. Charter Champions
- 17. Campaign Resources
- 18. Winning in Wales - Case Study

Club Environment

- 20. Understand Your Strengths and Weaknesses
- 21. Understand Your Target Audience - Girls
- 22. Understand Your Target Audience - Women
- 23. Customer Experience
- 33. Club Management
- 34. Club Environment Resources

Participation Programme

- 36. Coaching and Participation
- 38. Community Engagement
- 39. Participation Resources
- 40. Working Together for Joy in Jordan - Case Study

Marketing

- 42. What's the Message?
- 43. Social Media Marketing
- 44. Website and Email
- 45. Advertising and PR
- 46. Direct, OOH and Word of Mouth
- 47. Club Marketing Resources

Suggested Campaign Timeline

- 49. #FOREeveryone Activity Timeline
- 50. #FOREeveryone Campaign Timeline
- 52. External Communications
- 53. Get in Touch



OVERVIEW.



THE WOMEN IN GOLF CHARTER: AN INTRODUCTION

The Women in Golf Charter was launched to increase women and girls participation in golf and to encourage more opportunities for women to work in the golf industry.

This toolkit has been inspired by that commitment and provides clubs and facilities with the support and materials they require to develop a more inclusive culture. Simple-yet-impactful changes in the way we operate and communicate will allow golf to strike a better gender balance, change perceptions and increase participation.

This guide will give golfing facilities of all shapes and sizes the knowledge and tools and to unite with other industry stakeholders behind one common cause. As shown in the following pages, change does not have to be costly, and even small adjustments can build a brighter future.



THE OPPORTUNITY

36.9 Million

latent female golfers around the world ¹

Takeaway: With the right offer, some of these golfers could join your club.

\$35 Billion

Potential value of latent female golfers worldwide to the industry ²

Takeaway: The opportunity for your club to generate added revenue is significant.

8.5 Million

People in the UK between the ages of 15-64 interested in taking up golf ³

Takeaway: There are women near you who are interested in playing.

5%

Golf currently only appeals to 5% of women in the UK ⁴

Takeaway: Without a change in perceptions, a challenging future may lie ahead.

¹. The Global Economic Value of Increased Female Participation in Golf, Syngenta, 2016

². The Global Economic Value of Increased Female Participation in Golf, Syngenta, 2016

³. Growing Golf in the UK, Syngenta, 2013

⁴. The Opportunity to Grow Golf: Female Participation, Syngenta, 2014

WHAT IS GENDER BALANCE?

Gender balance or gender equality is a challenge for organisations globally. In many areas of public and private life, women face greater challenges than their male counterparts and golf is no exception.

Fewer than 1 in 4 golfers globally are women and the golf industry is male-dominant. Striking a better gender balance will not only benefit the golfing economy by introducing more players to the game, it will bring diversity to the workforce, boost productivity and expand the talent pool.

While many participation schemes do exist, without cultural change their impact will be diluted. Balance means addressing conditions which are a barrier to equality. At times this may mean going even further when presenting opportunities to women and girls than we would men and boys.

Industry-wide collaboration and sharing of knowledge will bring about change in the quickest way possible. This is the very purpose of this toolkit and the **#FOREeveryone** campaign.



Fewer than 1 in 4 golfers globally are women and the golf industry is male-dominant

REASONS TO BE MORE FEMALE FRIENDLY.



FUTURE PROOFING

Until most recently, the number of registered golfers had declined in each home nation, as competition for consumer free time and attention increases. A more welcoming environment for women and girls golfers and conditions to retain them could see participation continue to grow.



ENHANCED REPUTATION

Stereotypical perceptions of golf still exist and are damaging to the sport. With adoption of new measures, golf can build a more modern image, unlocking more interest and commercial benefits as a result.



HEALTHIER DECISION MAKING

Research shows that companies with greater gender balance at boardroom level exhibit superior decision-making. Encouraging more females into positions of authority within the golf industry will encourage better business performance.



INCREASED REVENUE

Latent female golfers worldwide are estimated to be worth \$35 billion to the industry. As women and girls make up only 24% of all active golfers (and just 15% in GB&I) there is appreciable untapped revenue to compete for.



SPEAK TO THE FAMILY DECISION-MAKER

Women are often the key decision makers when it comes to how families spend their leisure time and money. Increasingly holding the purchasing power, it is important golf speaks to an audience of women and girls more than ever.



BECOME PART OF A MOVEMENT

Given that women's sport is now more visible than ever, thanks to events such as the FIFA Women's World Cup, Olympic Games and Solheim Cup, it is important golf presents itself as a viable option within this growing movement.

WOMEN AND GIRLS IN GOLF – CURRENT STATUS.

The R&A's Women's, Girls' and Family Participation in Golf: An Overview of Existing Research (2018) highlighted areas of consideration for the golf industry to attract more women and girls to the sport. Below are its key findings:



PARENTS AND FAMILY CULTURE

Parents are the chief factor underpinning families' likelihood to play golf. These decisions are made based on perceived benefits to health, education and social wellbeing.



COACHING

Coaching delivery should be appropriate to the age and abilities of all participants. Sessions should focus on the identified wants and needs of participants and thus be player-centred and enjoyable for all.



THE SOCIAL ASPECTS OF GOLF

Forming friendship groups is vital to continued participation. Buddy schemes help new participants integrate and opportunities to socialise are a particular driver for women and girls.



ROLE MODELS

The success and visibility of role models is a motivating factor for people to play the game, particularly those who have never played before.



TIME AND COST

Families today tend to pursue less time-intensive and more accessible leisure activities. Generally, the modern consumer is seeking a more casual, less challenging and less expensive pursuit than traditional golf.



THE EVOLUTION OF GOLF

Golf has a difficult task of maintaining its heritage while evolving to meet modern consumer demands. This has created demand for a greater variety of golf clubs playing non-traditional formats of the game.



THE EXPERIENCE ECONOMY

Consumers are now more likely to prize experiences over possessions and memories over memorabilia. The experience is now the product clubs and facilities are selling.



SETTING UP FOR SUCCESS

Priority parking, childcare provision, play areas, family-based coaching and open days, subsidised passes for families and the quality of facilities are some of the items high on the priority list for families today.

Read *The R&A's Women's, Girls' and Family Participation in Golf: An Overview of Existing Research* [READ NOW](#)

CASE STUDY ENVILLE GOLF CLUB, ENGLAND.



Blessed with a prime heathland location on the edge of the Black Country, Enville Golf Club has traditionally boasted a thriving women's section. Particularly in the 1990s and early 2000s, the Staffordshire venue enjoyed notable numbers.

Yet, as experienced by many clubs in the UK, a decline in females set in, mainly due to age demographic and new blood not coming in to fill the fairways. It was a problem to address. Having previously hosted Open Regional Qualifying from 2007-11, another event ultimately acted as a catalyst to transform their women and girls' sections.

"We were lucky enough to play host to the Girls' Amateur in 2017 which really engaged interest in, and particularly my interest in, women's participation in the sport," admits Heather Mulley, the club's general manager. "It was truly inspiring to see girls from all over the world."

Passions ignited, Mulley and her team set about their work quickly and effectively.

WHAT DID ENVILLE DO?

- From 2018, the club set up a Ladies Academy. One or two-year membership of the Academy was offered, including lessons and use of the practice facilities. All equipment was provided, with a 'mentor' from the ladies' section to offer encouragement on the course and ease any nerves.

- Building on their work, they showcased golf to a younger generation by participating in England Golf's Girls Golf Rocks scheme in 2019. Importantly, parents could socialise, keep warm and enjoy a drink in the clubhouse as the girls played, making them feel welcome too.
- Enville also signed up to the Women in Golf Charter and gained full Board support to include increasing female participation into their business/strategic plan for at least five years.

With two 18-hole courses to utilise, Mulley adds, "Golf can be a challenge and we recognised the huge leap from having lessons or using a driving range to going out on the course or becoming a member of a club. We therefore set up a new set of blue tees on our Highgate course to ease beginners into the game.

We also offered the cost of the Academy at £300 for the first year and £200 for the second year, as a discount of £500 off our joining fee if they became members following the Academy years."

WHAT HAS THE WORK ACHIEVED?

- Seven beginner Academy players joined as full members
- Junior girls increased from 6 to 14 within three weeks of running Girls Golf Rocks
- Two women joined other clubs to help grow the sport
- Other family members have also joined – including four full members (husbands)
- Provided a new source of income for the Pro shop with lessons and club sales



"Our women's section has been invigorated and enthusiasm has really increased," Heather Mulley

As they continue to actively grow female golf, key learnings from their experiences include:

- Listen and be approachable – mentoring partnerships has been key to the success of Enville's Academy
- Provide a welcoming environment and make amendments to dress rules to accommodate guests in the clubhouse
- Use social media to promote activities regularly
- Join local groups in and around your club and visit local schools to promote schemes
- Use all resources from governing bodies and tailor to suit your club where necessary

Mulley, the GCMA 2019 Manager of the Year, offers the last words: "And get your ladies' section on board – our section was fantastic!"

#FOREeveryone CAMPAIGN.



INTRODUCING #FOREeveryone.

While the Women in Golf Charter provides the impetus for change, **#FOREeveryone** represents a creative approach to unite the industry behind a single campaign.

#FOREeveryone will encourage facilities and organisations to sign-up to the Women in Golf Charter and work towards the achievement of their own 'Charter Commitments'. It will also provide the promotional assets so clubs can communicate their intended changes with their members and start a conversation within their own facilities and, eventually, can begin using to attract more women and girls.

#FOREeveryone is a long-term project, and our first goal is giving clubs the chance to make internal changes where required. If this means your club doesn't start using assets to speak to external consumers or even members right away, that's OK. Focus on building an achievable strategy with progress as its driving force.



THE SUPPORT

How **#FOREeveryone** will support clubs and facilities:

- 1 Create a single brand identity to unite golf's efforts to get more women and girls into the game
- 2 Provide a suite of materials which clubs can use to organise and promote their own activities
- 3 Allow for connected campaign promotions across The R&A, national associations' and The PGA's social channels, websites and databases
- 4 Generate support from the wider golf industry which can, in turn, communicate **#FOREeveryone** and the opportunities being created to a much wider audience
- 5 Generate exposure with media and influencers in support of the drive to get more women and girls into golf with a consumer campaign, set to launch in 2021

BECOMING A CHARTER SIGNATORY.

Signing up to The Women in Golf Charter is an important step in fully integrating your activity with the **#FOREeveryone** movement, allowing you to leverage the widespread exposure it will create. As a continued support mechanism, it will ensure you are provided with the necessary ongoing support and materials as you work towards your goals.

Signing up to the Charter and becoming part of the **#FOREeveryone** movement is simple:

1. Once you have finished reading the toolkit, visit the **#FOREeveryone** Resource Portal
2. Register your interest in becoming a Women in Golf Charter signatory
3. Registration will provide you with access to further assets, which you can use to start building your own strategy
4. In the meantime, The R&A will communicate your interest to your national association who will be in touch to confirm your Charter commitments and offer further assistance in planning your **#FOREeveryone** activity
5. Once received, display your Charter Signatory Certificate with pride to inform all of your members

Unsure your club is ready to make commitments as a Women in Golf Charter Signatory? You can still register to find out more, get access to more **#FOREeveryone** materials and we'll put your national association in touch to discuss the opportunity further.

WHY SIGN UP?

Why sign-up to The Women in Golf Charter?

- 1 Become part of the **#FOREeveryone** movement which will signal your commitment to the women and girls game
- 2 Join some of golf's leading organisations which are already supporting the Women in Golf Charter
- 3 Receive access to a full suite of assets which will allow you to build your own **#FOREeveryone** activity
- 4 Start attracting more women and girls, and smash your Charter Commitments



EXAMPLES OF CHARTER COMMITMENTS.

We would encourage all clubs to choose Charter commitments which are realistic and most appropriate for them. However, below are some examples of commitments current Women in Golf Charter signatories have found to be most impactful.

Membership which means equal access for men and women	Making peak tee times equally available to all members	Making the switch from gender-based tees to ability-based tees
Staging male and female competitions on the same day	Increasing female representation on your Board and/or Committee (achieving 30%)	Implementing recruitment initiatives targeting women and girls
Supporting the National Women and Girls Golf Week campaign	Promoting volunteering opportunities for women and girls in your club	Providing on-course toilet facilities for females
Increasing visibility of female and family-oriented imagery within club communications	Committing to increasing female membership within your business plan	Encouraging more young people to be involved in the running of your club

RESOURCE PORTAL.

All assets mentioned within this toolkit to help you plan your own #FOREeveryone activity are easily downloaded via the Resource Portal.

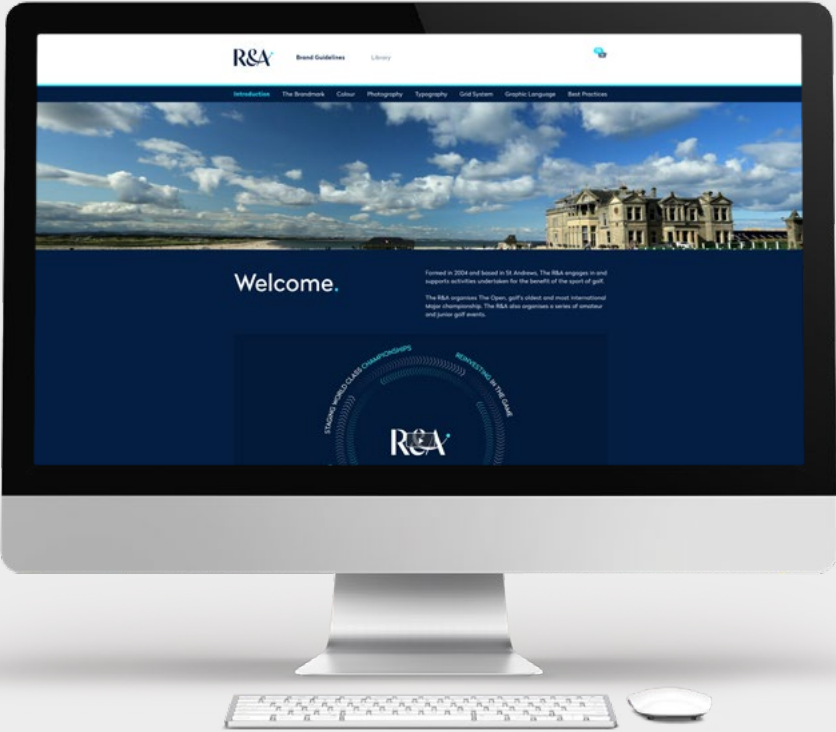
There you will find guidance on how best to use these assets, brand guidelines and logos.

If you are a not yet signed-up to The Women in Golf Charter, you will be given the opportunity to register your interest in doing so upon accessing the Resource Portal.

All current signatories are listed there, so log-on and check out how others have committed to the Charter and are working to improve access to the game for women and girls.

RandA.org/FOREeveryone

ACCESS THE PORTAL



CHARTER CHAMPIONS.

WHAT IS A CHARTER CHAMPION?

It is recommended that each club designates a 'Charter Champion', a facilitator or coordinator who, assisted by others, holds responsibility for integrating the Women in Golf Charter at club level. This individual would be the key point of contact with The R&A and national associations, and would take the lead on your #FOREeveryone activity.

RECRUITING A 'CHARTER CHAMPION'

'Charter Champions' can be male or female club officials, such as juniors or ladies organisers, club secretaries, willing volunteers, or even your PGA Pro. Your Charter Champion may already be active in driving your club's women and girls strategy.

As well as being able to draw inspiration and use the materials provided within this toolkit, each 'Charter Champion' will be invited to feedback to The R&A directly, sharing success stories and learnings to be utilised by others seeking to make similar improvements.

WORKING WITH YOUR CHARTER CHAMPION:

- Use Charter Champion Recruitment Assets to identify someone for the role
- Work with your Charter Champion in signing up to The Women in Golf Charter and submitting your Charter Commitments
- Support your Charter Champion in arranging activities which meet your Charter Commitments
- Register your Charter Champion via the Resource Portal so we can communicate directly


THE ROLE OF CHARTER CHAMPION

- 1 Dedicated person responsible for implementing a club's or facilities' Women in Golf Charter Commitments
- 2 A responsible individual who can own and drive the women and girls strategy
- 3 A new role to facilitate the increase in activity required to attract more women and girls through new events and coaching pathways
- 4 Singular contact for external or internal enquiries, someone to own communications relating to women and girls
- 5 Will work with The R&A and national associations to meet Charter Commitments

CAMPAIGN RESOURCES.

Click on the download links below to access resources relating to your club's support of the Women in Golf Charter and #FOREeveryone.

Building Your Strategy




Thumbnail image for Campaign Guidelines, showing a woman and a child on a golf course. The text 'CAMPAIGN GUIDELINES' and '#FOREeveryone' are visible.

DOWNLOAD NOW

Suggested use: Guidelines to help you structure your own #FOREeveryone activity.

Brand Guidelines



Thumbnail image for Brand Guidelines, showing a woman and a child on a golf course. The text 'BRAND GUIDELINES' and '#FOREeveryone' are visible.

DOWNLOAD NOW

Suggested use: Brand Guidelines to help guide your use of the #FOREeveryone assets.

Logos



Thumbnail image for Logos, showing the #FOREeveryone logo.

DOWNLOAD NOW

Suggested use: Variations of the #FOREeveryone logo for use across campaign assets and communications.

Assets for Charter Signatories




Thumbnail image for Assets for Charter Signatories, showing a woman and a child on a golf course. The text 'WE'RE ALL SQUARE' and '#FOREeveryone' are visible.

DOWNLOAD NOW

Suggested use: As a signatory, use these assets to tell your members about your support of the Women in Golf Charter, the changes you intend to make and to celebrate change once achieved.

Charter Champions



Thumbnail image for Charter Champions, showing a woman and a child on a golf course. The text 'WORKING #FOREeveryone' and '#FOREeveryone' are visible.

DOWNLOAD NOW

Suggested use: Resources to recruit and promote the role of your Charter Champion.

CASE STUDY WINNING IN WALES.

Two clubs in Wales have reaped the benefits of a renewed focus on women and girls' activity.

When Martin Stevens arrived at Llanishen Golf Club in early 2016, it had been almost three years since a lady joined as a member and nearly two years for a junior girl. Fast forward to the present day and it's a very different story.

"The committee were very open to my ideas to drive this area of membership and we were one of the pioneers of Wales Golf's New2Golf scheme," recalls Stevens, the club's manager.

Focusing on six-week coaching programmes from 2016-18, the club took in 26 new women on full membership. In offering longer membership (e.g. 18 months for the price of 12), the longevity has enabled the ladies to feel part of the club. The vast majority remain members now, with informal six-hole competitions currently popular.

Llanishen – situated north of Cardiff – have also targeted younger players and in 2019 launched the GirlsGolf Wales scheme, in conjunction with the continued support of Wales Golf. From visiting two local schools for initial taster sessions, 14 girls took part and six came in as members. In lowering the junior membership age down to six, a further four girls joined.

In 2020, their work has continued with the introduction of a 'Pathway to Handicap' scheme, allowing juniors to earn different coloured wristbands as they progress towards obtaining a handicap.

Also situated near Cardiff, Radyr Golf Club started the New2Golf programme in 2019 with the aim of introducing more female golfers. Equality plays a large part of their culture, with all but six competitions being mixed and a proportional split on the club's committee. In 2020, the club also appointed Michelle Griffiths as the first female club captain in its 118-year history.

Stuart Finlay, club manager, said, *"We set a clear female pathway, which included a taster session led by club staff and the committee, follow on lessons to provide ladies with the enthusiasm and technical skills, and finally our trial membership called '100 holes'."*

The innovative membership allows those in the beginner programme to play as many holes as they wish – up to 100 holes. They can then choose another 100 holes or progress to nine-hole membership. The programme has been supported by the ladies' section through playing rounds, organising social events and helping newcomers secure their first handicap.

Over the last 12 months, 30 ladies have been involved in the 100-hole scheme and, in recent months, six became nine-hole members and two full playing members.



"We have also picked up new junior members from those ladies that have attended the club" Stuart Finlay



"The additional benefit is people come from the local area to visit the club to use our facilities, eat and drink or meet with friends outside of the beginner programme," adds Finlay. *"We have also picked up new junior members from those ladies that have attended the club and seen further impact with parties and special occasions."*

With Radyr also operating a more relaxed approach to areas such as dress code, its mantra like Llanishen is very much fun and friendly.



CLUB ENVIRONMENT.




UNDERSTAND YOUR STRENGTHS AND WEAKNESSES.

Knowing how well your club is set-up to attract and retain more women and girls is an important place to start your #FOREeveryone activity planning. Understanding how you compare to your competitors is equally essential before you can start making changes. In order to prioritise, an internal audit is recommended.

1

S.W.O.T. ANALYSIS


Do you know the strength of your club offer? Find out by reviewing the physical, operational and social elements of your club or facility. This will include: reviewing your website and contact points (do they truly reflect what kind of club you want to be?).



2

ASK MEMBERS & GUESTS


Ask others who fit your target profile (e.g. parents) about how you could encourage more interest. You will also find out why the women and girls who have chosen your club have done so, allowing you to build on your strengths. Moreover, involving members in your club's evolving culture will also help to bring about change in a more collaborative manner.



3

MARKET BENCHMARKING


Do you know how you compare to other facilities in your area, or those who do best to attract women and girls? By understanding how you stack up, you may discover how likely it is for golfers to choose your facility. Taking a lead from others is a fantastic way to incorporate tried and tested methods.



4

DON'T ASSUME

Take care to find out what others think, as well as going through the process of reviewing your women and girls' offer as objectively as possible. You may well be surprised by what you find.



UNDERSTAND YOUR TARGET AUDIENCE – GIRLS.

Understanding what women and girls want to achieve when investing time, money and energy into golf is critical for ensuring your operations, participation programmes and pathways are fit for purpose. The following are some characteristics that research tells us apply to women and girls in relation to sporting activity, and methods by which you may cater to them.

CHARACTERISTICS

75% of girls are conscious about their body image

Girls are far more likely to return if they are able to make friends quickly

Girls may be less likely to speak up and tell you what they are looking for or enjoy most

Adolescent girls drop out of sport at a quicker rate than boys

APPROACH

- Offer coaching in girls-only groups in a more private setting
- Be flexible with clothing and allow girls to wear what they feel most comfortable in
- Avoid sessions which put pressure on performance
- Try not to single out members of the group to demonstrate

- Break the ice by performing proper introductions at the start of any activities involving girls who may be new to your club or facility
- Allow time within sessions for social interaction

- Explicitly ask your group what kind of sessions they would like to take part in, what they enjoy and what they don't

- Encourage girls to bring their friends along to sessions
- Allow time for socialising within the clubhouse
- Use relatable role models within the club with whom your girls can identify to deliver coaching
- Communicate the health benefits of golf to your group, especially among the older participants

UNDERSTAND YOUR TARGET AUDIENCE – WOMEN.

CHARACTERISTICS APPROACH

Leisure time is at a premium so must be rewarding and help to achieve goals, such as catching up with friends, learning a new skill or helping to stay fit and healthy	<ul style="list-style-type: none">• Ensure your marketing materials include information about the mental and physical benefits of golf• Encourage would-be golfers to bring a friend• Schedule activities during weekends for women who are working full-time
Often competition is of lesser importance amongst women than having fun socially	<ul style="list-style-type: none">• Remember not everyone wants to compete• Structure coaching sessions to include ample time for socialising• Create introductory occasions which put socialising first and golf second (e.g. wine and nine).
Research shows that women who have little experience of golf clubs believe them to be stuffy, elitist and male-dominated	<ul style="list-style-type: none">• Open your doors to the public by marketing open days and taster sessions• At every opportunity, challenge preconceptions, whether that's in the way the club or facility presents itself on social media or in how you greet visitors
Women are often responsible for childcare, so make decisions with family in mind	<ul style="list-style-type: none">• Run family coaching sessions or adult and child sessions back-to-back• Be very considered when scheduling women's activities. After school drop off, for example, could be the ideal time to target full-time mums to get involved
Women prefer to learn at their own pace and in a safe environment among other beginners in which they can avoid embarrassment	<ul style="list-style-type: none">• Introduce women to the game in groups with individuals of a similar skill level• Try to separate your group from other golfers as far as possible (e.g. on a quiet loop of the course).• Allow women to gain experience on the course early into their journeys, but ensure groups are small and choose a time when the course is quiet so as not to place pressure on performance

CUSTOMER EXPERIENCE.

Consumer feedback tells us golf in its traditional form does not always appeal to a younger and more diverse audience. With greater demand for different kinds of golf clubs, think about how small changes could have a big impact.



SET UP FOR SUCCESS

Customer experience starts from the first contact someone has with your facility. This is as likely to take place on the internet as it is in person. Ensure all of your channels, from your club website and social media to the person who picks up calls, are projecting the image you want.



INFORM YOUR TEAM

Ensure all staff are familiar with the club's approach and be prepared to receive and cater to new visitors. Take this one step further by discussing this approach with the membership. The **#FOREeveryone** assets are designed to allow you to start communicating upcoming changes to your membership, so put them to good use.



ENSURE A WARM WELCOME

A negative first experience could put a new golfer off for life. Ensure there is always someone available to greet guests on arrival and show all that is great about your club. Any individual in a 'first contact' position, including via phone or email, should have necessary information on coaching, taster events and fees to hand.

WOMEN IN GOLF CHARTER SIGNATORIES

GREAT BRITAIN & IRELAND GOLF CLUBS

Abbeydale Golf Club
Abbeyleix Golf Club
Aberdare Golf Club
Aberdeen Petroleum Club at Kippie Lodge
Aberdour Golf Club
Aberdovey Golf Club
Aberfoyle Golf Club
Abernethy Golf Club
Aberystwyth Golf Club
Accrington & District Golf Club
Airdrie Golf Club
Alford Golf Club
Allendale Golf Club
Alloa Golf Club
Alnmouth Golf Club, Foxton hall
Alnmouth Village Golf Club
Alyth Golf Club
Anstruther Golf Club
Antrim Golf Club
Appleby Golf Club
Arcot Hall Golf Club
Ardee Golf Club
Ardeer Golf Club
Arklow Golf Club
Arscott Golf Club
Ashbourne Golf Club
Ashburnham Golf Club
Ashby Decoy Golf Club
Ashton-under-Lyne Golf Club
Aspley Guise & Woburn Sands Golf Club

Astbury Golf Club
Athenry Golf Club
Athlone Golf Club
Auchmill Golf Club
Auchterarder Golf Club
Baberton Golf Club
Baildon Golf Club
Balbriggan Golf Club
Balcarrick Golf Club
Balfron Golf Society
Ballaghaderreen Golf Club
Ballater Golf Club
Ballina Golf Club
Ballinamore Golf Club
Ballinasloe Golf Club
Ballinrobe Golf Club
Ballybofey & Stranorlar Golf Club
Ballyclare Golf Club
Ballyhaunis Golf Club
Ballyneety Golf Club
Balmoral Golf Club
Baltinglass Golf Club
Banbridge Golf Club
Banchory Golf Club
Bantry Bay Golf Club
Barnham Broom Golf & Country Club
Barrow Golf Club
Basset Down Golf Complex
Bathgate Golf Club
Beamish Park Golf Club
Bearsden Golf Club
Beaverstown Golf Club
Beech Park Golf Club

Bellingham Golf Club
Bellshill Golf Club
Belvoir Park Golf Club
Bentham Golf Club
Berehaven Golf Club
Berkhamsted Golf Club
Beverley & East Riding Golf Club
Biggar Golf Club
Billingham Golf Club
Bingley St Ives Golf Club
Birtley (Portobello) Golf Club
Bishopbriggs Golf Club
Black Bush Golf Club
Blacklion Golf Club
Blackpool North Shore Golf Club
Blairgowrie Golf Club
Blessington Lakes Golf Club
Boat of Garten Golf Club
Boldon Golf Club
Bolton Old Links Golf Club
Bonar Bridge & Ardgay Golf Club
Bonnyton Golf Club
Boringdon Park Golf Club
Borth & Ynyslas Golf Club
Bothwell Castle Golf Club
Boyle Golf Club
Bradford Moor Golf Club
Braemar Golf Club
Brampton Golf Club
Brancepeth Castle Golf Club
Brean Golf Club
Brechin Golf & Squash Club
Brightmet Golf Club

Bridgenorth Golf Club
Brighton & Hove Golf Club
Broadway Golf Club
Brocton Hall Golf Club
Broomieknowe Golf Club
Brora Golf Club
Brough Golf Club
Bruntsfield Links Golfing Society Ltd
Bryn Meadows Golf Hotel & Spa
Buchanan Castle Golf Club
Buckpool Golf Club
Buncrana Golf Club
Bundoran Golf Club
Burnham-on-Crouch Golf Club
Burnley Golf Club
Bury Golf Club
Bush Hill Park Golf Club
Bute Golf Club
Caird Park Golf Club
Cairndhu Golf Club
Caldwell Golf Club
Cambuslang Golf Club
Canmore Golf Club
Cardiff Golf Club
Cardigan Golf Club
Cardross Golf Club
Carnalea Golf Club
Carnoustie Golf Links
Carrbridge Golf Club
Carrick on Shannon Golf Club
Casterton Golf Course
Castle Douglas Golf Club
Castlegregory Golf Links

Castleknoch Golf Club
Castlereagh Golf Club
Castletroy Golf Club
Castlewarden Golf & Country Club
Cavendish Golf Club
Cawder Golf Club
Ceann Sibeal Golf Club
Cherwell Edge Golf Club
Chester-le-Street Golf Club
Chesterfield Golf Club
Chichester Golf Club
Cill Dara Golf Club
Cirencester Golf Club
City of Derry Golf Club
City of Newcastle Golf Club
Clayton Golf Club
Clitheroe Golf Club
Clobber Golf Club
Clonmel Golf Club
Clwb Golff St. Deiniol Golf Club
Clydebank & District Golf Club
Clyne Golf Club
Cochrane Castle Golf Club
Collingtree Park Golf Club
Colne Golf Club
Colvend Golf Club
Colville Park Golf Club
Comrie Golf Club
Concord Park Golf Club
Concra Wood Golf & Country Club
Connemara Championship Golf Links
Conwy Golf Club
Coollattan Golf Club

Coombe Wood Golf Club
Cosby Golf Club
County Armagh Golf Club
County Cavan Golf Club
County Longford Golf Club
County Louth Golf Club
County Meath Golf Club
Courtown Golf Club
Craigie Hill Golf Club
Craigmillar Park Golf Club
Craignure Golf Club
Crail Golfing Society
Crichton Golf Club
Crieff Golf Club
Crompton & Royton Golf Club
Crosland Heath Golf Club
Crow Wood Golf Club
Cruden Bay Golf Club
Cullen Links Golf Club
Cupar Golf Club
Cushendall Golf Club
Dalmally Golf Club
Dewsbury District Golf Club
Didsbury Golf Club
Diss Golf Club
Donabate Golf Club
Donaghadee Golf Club
Doncaster Golf Club
Dorking Golf Club
Douglas Park Golf Club
Downes Crediton Golf Club
Downfield Golf Club
Duddingston Golf Club



WOMEN IN GOLF CHARTER SIGNATORIES

Duff House Royal Golf Club
Dufftown Golf Club
Dullatur Golf Club
Dumfermline Golf Club
Dumfries & Galloway Golf Club
Dun Laoghaire Golf Club
Dunaverty Golf Club
Dunbar Golf Club
Dunblane New Golf Club
Dunfanaghy Golf Club
Dungannon Golf Club
Dungarvan Golf Club
Dunkeld & Birnam Golf Club
Dunmore Demesne Golf Club
Dunmurry Golf Club
Durness Golf Club
East Bierley Golf Club
Eaton Golf Club
Eden Golf Club
Edenderry Golf Club
Edgbaston Golf Club
Edinburgh Leisure Golf Club
Edzell Golf Club
Elderslie Golf Club
Ellesmere Golf Club
Elmgreen Golf Club
Elsham Golf Club
Enmore Park Golf Club
Ennis Golf Club
Enniscorthy Golf Club
Enniskillen Golf Club
Envile Golf Club
Epping Golf Club

Erskine Golf Club
Essendon Country Club
Exeter Golf & Country Club
Falkland Golf Club
Farnham Golf Club
Feldon Valley Golf Club
Feltwell Golf Club
Fereneze Golf Club
Finchley Golf Club
Flamborough Head Golf Club
Forbes of Kingennie Golf Course
Forest of Galtres Golf Club
Forfar Golf Club
Forres Golf Club
Fort William Golf Club
Fortrose & Rosemarkie Golf Club
Fraserburgh Golf Club
Fulford Golf Club
Fulneck Golf Club
Gairloch Golf Club
Galashiels Golf Club
Galgorm Castle Golf Club
Garesfield Golf Club
Garnant Golf Club
Gathurst Golf Club
Gifford Golf Club
Glen Golf Club
Glen Gorse Golf Club
Glenbervie Golf Club
Glencorse Golf Club
Glengariff Golf Club
Glossop and District Golf Club
Glynhir Golf Club

Gogarburn Golf Club
Golf South Ayrshire
Golspie Golf Club
Gorleston Golf Club
Gosforth Golf Club
Goswick Golf Club
Grand National Golf Club
Grange Over Sands Golf Club
Grangemouth Golf Club
Grantown-on-Spey Golf Club
Great Lever & Farnworth Golf Club
Great Torrington Golf Club
Greenburn Golf Club
Greencastle Golf Club
Greenmount Golf Club
Greenock Golf Club
Greenore Golf Club
Haggs Castle Golf Club
Hallamshire Golf Club
Hallowes Golf Club
Haltwhistle Golf Club
Harburn Golf Club
Harpenden Golf Club
Harrogate Golf Club
Harwood Golf Club
Haverfordwest Golf Club
Hawick Golf Club
Hawkstone Park Golf Club
Haydock Park Golf Club
Hayston Golf Club
Hazlehead Golf Club
Heaton Moor Golf Club
Helen's Bay Golf Club

Hertfordshire Country Golf Association
Hessle Golf Club
Heworth Golf Club
Heworth Golf Club (Durham)
High Post Golf Club
Hill Barn Golf Club
Hillsborough Golf Club
Hilton Park Golf Club
Hinckley Golf Club Ltd
Hirsel Golf Club
Hollandbush Golf Club
Holywood Golf Club
Hopeman Golf Club
Horncastle Golf Club
Houghton-le-Spring Golf Club
Houghwood Golf Club
Huddersfield Golf Club
Huntly Golf Club
Hurlston Hall Golf & Country Club
Ingestre Park Golf Club
Innerleithen Golf Club
Inverallochy Golf Club
Invergordon Golf Club
Inverness Golf Club
Irvine Golf Club
Isle of Barra Golf Club
Isle of Harris Golf Club
Isle of Seil Golf Club
Isle of Skye Golf Club
Isles of Scilly Golf Club
Jedburgh Golf Club
Kelso Golf Club
Kemnay Golf Club

Kenmare Golf Club
Kilkee Golf Club
Kilkenny Golf Club
Killin Golf Club
Killiney Golf Club
Kilmarnock (Barassie) Golf Club
Kilrush Golf Club
Kilspindie Golf Club
King James V1 Golf Club
Kingennie Golf Club
Kings Norton Golf Club
Kingsdown Golf Club
Kingsknowe Golf Club
Kinsale Golf Club
Kintore Golf Club
Kirby Muxloe Golf Club
Kirkcaldy Golf Club
Kirkcudbright Golf Club
Kirkhill Golf Club
Kirkistown Castle Golf Club
Kirriemuir Golf Club
Kirton Holme Golf Club
Knaresborough Golf Club
Knighton Heath Golf Club
Knock Golf Club Ltd
Knole Park Golf Club
Knott End Golf Club Ltd
Knutsford Golf Club
Ladybank Golf Club
Lahinch Golf Club
Lamlash Golf Club
Lancaster Golf Club
Langland Bay Golf Club

Langlands Golf Club
Lansdown Golf Club
Lansil Golf Club
Lee Valley Golf Course
Leeds Castle Golf Club
Lees Hall Golf Club
Lenzie Golf Club
Leslie Golf Club
Letterkenny Golf Club
Leven Golfing Society
Liberton Golf Club
Lightcliffe Golf Club
Lilleshall Hall Golf Club
Lincoln Golf Centre
Lincoln Golf Club
Lingdale Golf Club
Linlithgow Golf Club
Littlestone Golf Club
Llandrindod Wells Golf Club
Llanishen Golf Club
Lochgilphead Golf Club
Lochmaben Golf Club
Lockerbie Golf Club
Long Sutton Golf Club
Longley Park Golf Club
Longniddry Golf Club
Longside Golf Club
Loughrea Golf Club
Louth Golf Club
Lumphanan Golf Club
Lundin Golf Club
Lybster Golf Club
Lydd Golf Club



WOMEN IN GOLF CHARTER SIGNATORIES

Lytham Green Drive Golf Club
Machrihanish Golf Club
Machynys Golf Club
Mallow Golf Club
Malton & Norton Golf Club
Manchester Golf Club
Mannan Castle Golf Club
Market Drayton Golf Club
Market Rasen Golf Club
Marsham Golf Club
Mearns Castle Golf Academy
Mellor & Townscliffe Golf club
Melrose Golf Club
Melville Golf Club
Merchants of Edinburgh Golf Club
Meyrick Park Golf club
Millicent Golf Club
Millport Golf Club
Milnathort Golf Club Ltd
Minto Golf Club
Mitchelstown Golf Club
Moffat Golf Club
Monifieth Golf Club
Morecambe Golf Club
Morpeth Golf Club
Mortonhall Golf Club
Muckhart Golf Club
Muir of Ord Golf Club
Mullingar Golf Club
Mulranny Golf Club
Murcar Links Golf Club
Murrayshall Golf Club
Muthill Golf Club

Mytton Fold Golf Club
Nairn Dunbar Golf Club
Nairn Golf Club
Neath Golf Club
Nelson Golf Club
Nenagh Golf Club
New Cummock Golf Club
New Galloway Golf Club
New Zealand Golf Club
Newbattle Golf Club
Newbiggin Golf Club
Newcastle West Golf Club
Newmachar Golf Club
Newtonmore Golf Club
Newtownstewart Golf Club
Normanton Golf Club
North Berwick Golf Club
North Wales Golf Club
North West Golf Club
Northampton Golf Club
Northcliffe Golf Club
Northern Counties Ladies Golf Association
Northern Golf Club
Norwood Park Golf Centre
Oldmeldrum Golf Club
Orkney Golf Club
Oughterard Golf Club
Oundle Golf Club
Panmure Golf Club
Peebles Golf Club
Penn Golf Club
Penrith Golf Club
Perranporth Golf Club

Peterculter Golf Club
Peterhead Golf Club
Pitreavie (Dunfermline) Golf Club
Pleasington Golf Club
Pollok Golf Club
Port Bannatyne Golf Club
Port St Mary Golf Club
Portadown Golf Club
Portlethen Golf Club
Portpatrick Dunskey Golf Club
Portumna Golf Club
Powfoot Golf Club
Preston Golf Club
Prestonfield Golf Club Limited
Prestwich Golf Club
Prestwick St Cuthbert Golf Club
Princes Risborough Golf Club
Pyle & Kenfig Golf Club
Radnor Golf and Leisure
Radyr Golf Club
Ranfurly Castle Golf Club
Ratho Park Golf Club
Ravelston Golf Club
Ravensworth Golf Club
Rawdon Golf & Lawn Tennis Club
Redditch Golf Club
Renfrew Golf Club
Renfrewshire Ladies County Golf Association
Renishaw Park Golf Club
Richmond Yorks Golf Club
Rochford Hundred Golf Club
Romsey Golf Club Ltd
Rosapenna Hotel and Golf Resort

Roscommon Golf Club
Roscrea Golf Club
Rossendale Golf Club
Rothesay Golf Club
Royal Burgess Golfing Society of Edinburgh
Royal Curragh Golf Club
Royal Dornoch Golf Club
Royal Epping Forest Golf Club
Royal Liverpool Golf Club
Royal Musselburgh Golf Club
Royal North Devon Golf Club
Royal Porthcawl Golf Club
Royal Portrush Golf Club
Royal Troon Golf Club
Royston Golf Club
Rugby Golf Club Ltd
Rush Golf Club
Saddleworth Golf Club
Saline Golf Club
Sand Moor Golf Club
Sandhill Golf Club
Scarborough South Cliff Golf Club
Scarcroft Golf Club
Scotsraig Golf Club
Scrabo Golf Club
Seahouses Golf Club
Seapoint Golf Link
Selby Golf Club
Selkirk Golf Club
Settle and Giggleswick Golf Club
Shannon Golf Club
Sharnbrook Golf Club
Sheerness Golf Club

Sherborne Golf Club
Shetland Golf Club
Shooters Hill Golf Club Ltd
Shropshire Ladies County Golf Association
Sickleholme Golf Club
Silverdale Golf Club
Singing Hills Golf Course Ltd
Sitwell Park Golf Club
Skerries Golf Club
Skibbereen & West Carberry Golf Club
Skipton Golf Club
Slade Valley Golf Club
Sleaford Golf Club
South Herefordshire Golf Club
South Pembrokeshire Golf Club
South Ronaldsay Golf Club
Southport Old Links Golf Club
Spa Golf Club
Spalding Golf Club
Spanish Point Golf Club
Spey Valley Golf Club
Springhead Park Golf Club
St Augustines Golf Club
St Austell Golf Club
St Bees Golf Club
St Boswells Golf Club
St Fillans Golf Club
St Medan Golf Club
St Michaels Golf Club
Stackstown Golf Club
Staining Lodge Golf Club
Stand Golf Club Ltd
Stanedge Golf Club

Stanton-on-the-Wolds Golf Club
Stinchcombe Hill Golf Club
Stirling Golf Club
Stocksbridge Golf Club
Stoke by Nayland Hotel, Golf and Spa
Stonehaven Golf Club
Strabane Golf Club
Strandhill Golf Club
Stranraer Golf Club
Stratford Oaks Golf Club
Strathendrick Golf Club
Strathlene Buckie Golf Club
Strathpeffer Spa Golf Club
Strathtay Golf Club
Sutton Golf Club
Swaffham Golf Club
Swansea Bay Golf Club
Swanston Golf Club Ltd
Tadmarton Heath Golf Club
Tandragee Golf Club
Tarland Golf Club
Teesside Golf Club
Teignmouth Golf Club
Tenterden Golf Club
The Bishopbriggs Golf Club
The Carlyon Bay Golf Club
The Darlington Golf Club Ltd
The Dukes Golf Club
The Dyke Golf Club
The Gog Magog Golf Club
The Heath Golf Club
The Hertfordshire Golf & Country Club
The Leicestershire Golf Club



WOMEN IN GOLF CHARTER SIGNATORIES

The Manor Golf Club
The Mendip Golf Club
The Musselburgh Golf Club
The Parc Golf Club
The Pytchley Golf Lodge
The Royal & Ancient Golf Club of St Andrews
The Shire London
The South Straffordshire Golf Club Ltd
Theydon Bois Golf Club
Thornhill Golf Club
Thornton Golf Club
Thorpe Park Golf Club
Thurles Golf Club
Tidworth Garrison Golf Club
Tipperary Golf Club
Tiverton Golf Club
Torwoodlee Golf Club
Tracy Park Golf & Country Hotel
Trentham Park Golf Club
Tuam Golf Club
Tullamore Golf Club
Turnhouse Golf Club Ltd
Ullapool Golf Club
Ulverston Golf Club
Upavon Golf Club
Uphall Golf Club
Vale of Llangollen Golf Club
Virginia Golf Club
Walmersley Golf Club
Walsall Golf Club
Walton Heath Golf Club
Wanstead Golf Club
Warkworth Golf Club

Wath Golf Club
Wells Golf Club
Welwyn Garden City Golf Club
West Kilbride Golf Club
West Lancashire Golf Club
West Lothian Golf Club
Westhill Golf Club
Westonbirt Golf Club
Westport Golf Club
Westray Golf Club
Wexford Golf Club
Weymouth Golf Club Ltd
Whickham Golf Club Ltd
Whitby Golf Club
Whitefield Golf Club
Wigan Golf Club
Wigtown & Bladnoch Golf Club
Wigtownshire County Golf Club
Willesley Park Golf Club
Williamwood Golf Club
Wilpshire Golf Club
Wilton Golf Club
Windermere Golf Club
Wishaw Golf Club
Wolstanton Golf Club
Woodhall Hills Golf Club
Woodlake Park Golf Club
Woodsome Hall Golf Club
Wooler Golf Club
Worsley Golf Club
Wortley Golf Club
Wrag Barn Golf Club
Yeovil Golf Club

York Golf Club
Youghal Golf Club

OVERSEAS GOLF CLUBS

Accordia Golf
Ayla Golf Club
Education City Golf Club
Lumine Golf Club
Mission Hills Group

NATIONAL GOLF ASSOCIATIONS & FEDERATIONS

Argentina Golf Association
Asia Pacific Golf Confederation
Bolivia Golf Federation
Brazilian Golf Confederation
Bulgarian Golf Association
Cayman Islands Golf Association
Chilean Golf Federation
Chinese Taipei Golf Association
Colombian Golf Federation
Costa Rica Golf Federation
Croatian Golf Association
Czech Golf Federation
El Salvador Golf Federation
Emirates Golf Federation
England Golf
European Disabled Golf Association
Finnish Golf Union
French Golf Federation
Golf Association of Serbia
Golf Australia

Golf Canada
Golf Ireland
Golf Oman
Golf Union of Malawi
GolfRSA
Guatemala Golf Association
Italian Golf Federation
Japan Golf Association
Jordan Golf Federation
Kenya Ladies Golf Union
Liechtenstein Golf Association
Lithuanian Golf Federation
Malaysian Ladies Golf Association
Malta Golf Association
Mauritius Golf Federation
Namibia Golf Federation
National Golf Association of the Philippines
New Zealand Golf
Nigerian Golf Federation
Norwegian Golf Federation
Peruvian Golf Federation
Polish Golf Union
Polish Ladies Golf Association
Portuguese Golf Federation
Royal Spanish Golf Federation
Scottish Golf
Singapore Golf Association
Slovak Golf Association
Sri Lanka Golf Union
Swedish Golf Federation
Swiss Golf Association
Tunisia Golf Federation
Uganda Ladies Golf Union

Ukrainian Golf Federation
Venezuelan Golf Federation
Wales Golf
Zambia Golf Union
Zambia Ladies Golf Association
Zimbabwe Golf Association

ORGANISATIONS

4E Sports Promotion Ltd
Acushnet
ANNIKA Foundation
APPGG
Association of Golf Writers
Australian Sports Turf Managers Association
BIGGA
Club Managers Association of Europe
Confederation of Professional Golf
European Institute of Golf Course Architects
European Tour
Faldo Series
FEGGA
Golf Club Managers Association
Golf Foundation
Golfbreaks
GolfNow (NBC Universal)
Greenkeeper's Training Council
IMG
Ladies European Tour
Leeds Golf Design
love.golf
Medi8
On Course Foundation

Performance54
PGA of Australia
PGA of Belgium
PGA of GB&I
PGA of Holland
PGA of Italy
PGA of Nigeria
PGA of Poland
PGA of South Africa
PGA of Ukraine
PGA TOUR
Players 1st
Sports Marketing Surveys
Sunshine Ladies Tour
Syngenta
TopGolf
UK Golf Federation
University of Ulster
VisitScotland
Women & Golf
Women's Golf Day
World Deaf Golf Federation



CUSTOMER EXPERIENCE.



BE FLEXIBLE

Those new to golf are unlikely to understand its quirks, and women in particular prize flexibility. Consider if your club could become more flexible when it comes to dress codes, gender-specific playing times, no phones in the clubhouse, fee structures and members-only areas.



BE SOCIAL

Among the benefits of joining a golf club, women tend to list the opportunity to socialise highest. We also know the social aspects of golf to rank highly among girls. Create an atmosphere which promotes friendship and inclusivity over competition, and involve current members in activity involving beginners wherever possible.



FACILITY IMPROVEMENTS

We know that when families seek leisure activities, they consider the quality and variety of facilities. Priority parking, provision of a creche, play areas within sight of parents, family-based classes or classes for mums and guardians which run alongside junior classes, and even simple improvements like better maintained changing rooms, are important factors.

CLUB MANAGEMENT.

Clubs with greater equal gender representation at committee or board level are more likely to (whether consciously or not) develop a culture in which female participation is encouraged more successfully. Consider the following as a goal within your **#FOREeveryone** activity to see the greatest success.



AIM FOR 50/50 SPLIT

Clubs which have an equal gender split in decision-making positions have a greater chance of understanding the preferences of a wider membership and guest demographic.



INVOLVE MALE MEMBERS AND OFFICIALS

Often, female club matters are reserved for the female members or Lady Captain. To drive real change in club mentality and culture, it is important to find ways of involving the male membership and club officials.



WORKING GROUP

Consider establishing a 'Women and Girls' working group with as wide a cross-section of members and club officials as possible to develop a cohesive strategy for attracting and retaining more women and girls.



BUILD A TEAM OF VOLUNTEERS

A consistent and co-ordinated drive towards gender balance cannot occur without volunteers to sustain the club's mission. Plan for illness, holidays and volunteer apathy by continually integrating more individuals. Your national association can provide advice on volunteering and training.



MARKETING

Effective marketing will increase the impact of your work to increase female participation. Those responsible for your club marketing should be aware of key diary dates and events, and incorporate this into your club's story-telling. See pages 37-43 for further marketing advice.

Click on the download links below to access resources which will allow you to consider club culture and environment.

forewell.org.UK/FOREeveryone' and a large 'DOWNLOAD NOW' button with a download icon."/>

SWOT ANALYSIS

The following document has been designed to help individual golf clubs assess their performance in four gender, diversity and inclusivity. The process should be an on and off exercise.

- ▶ All at least one female (10, Women's 10), Captains/Club and Treasurer(s)
- ▶ Each club receives a number (between 1 of the club that will be required)
- ▶ Clubs are ready the best way to conduct their analysis and create a plan
- ▶ Agree the responsibilities that will be put into place (ongoing with your club)
- ▶ Share them with The FA to be able to put them in Women's Golf Charter signatory
- ▶ You then receive a certificate of achievement (Golf Charter signatory)

#FORE everyone

STRENGTHS:

WEAKNESSES:

OPPORTUNITIES:

THREATS:

To find out more about the #FOREeveryone campaign or the Women in Golf Charter, visit: forewell.org.UK/FOREeveryone

DOWNLOAD NOW

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COACHING AND PARTICIPATION.

Creating opportunities for women and girls to learn in bespoke scenarios has proven to be a successful way to first experience the sport. Creating a strategy which carefully plots out golfers' first steps on the participation pathway as part of your #FOREeveryone activity could result in lifelong love for the sport.



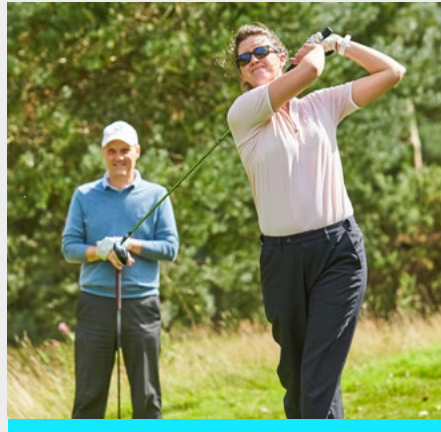
TASTER SESSIONS

Schedule and market opportunities for women and girls to try golf in a free of charge and accessible way. Taster sessions can attract a new audience without asking them to commit from the offset.



OPEN DAYS

Open Days allow the community to see you as a welcoming and accessible facility. Give free access to club facilities and schedule fun golf and non-golf activities. Open days for schools can be arranged with Active Schools Co-Ordinators.



MARKETABLE EVENTS

Being creative in establishing events for beginners could generate greater interest than traditional coaching. Consider how promoting Mother/Father & Daughter coaching, 'Nine and Wine' occasions, 5-Day Crash Courses or Summer Camps may appear more appealing. See page 43 or assets to help market taster sessions, open days and other events.



MEET & GREET

As you raise awareness, interested parties may require further encouragement before enquiring. Promoting the opportunity for guests to come along to a regular 'Meet and Greet' may provide impetus to find out more.



FUN, FIRST AND FOREMOST

Any new golfer's first experience of the sport should encourage them to have fun, first and foremost. Neither children nor adults who have yet to develop the dexterity to succeed at golf enjoy over exposure to its technical aspects.



INTRODUCTORY MEMBERSHIP

Committing to a full membership can be difficult for beginners taking first steps in golf. Providing options, such as introductory memberships, can reduce the perceived financial risk. Creating a reduced cost option over a longer period will allow the member to better integrate.



APRÈS GOLF

For some new participants, time spent off the golf course is as important as time on it. As well as coaching sessions, think about how you can introduce your guests to the club by providing post-coaching refreshments or social activities.



ENCOURAGE REFERRALS

Those already connected to the club (members, parents, siblings, partners) should be your first port of call to generate interest in introductory sessions. Not only is this direct form of marketing cost effective, it allows you to speak to an audience already aware of your product.



BUDDY PROGRAMME

For those who do take the first step on your participation pathway, integration into club life could be key. Speak to your members about establishing a buddy system.

COMMUNITY ENGAGEMENT.

Making links with local community groups is a great way to target a large number of potential participants at the same time. Speaking to and getting involved in the community will raise the profile of the club and put you in mind for future visits and potential enquiries about participation.



KNOWN COMMUNITY GROUPS AND CHARITIES

Creating relationships with local groups could be a direct route to attract new female members. Communicate to the local offices of charities your club may have raised money for, ask members if they have contact with community groups and speak to large employers in the area.



COMMUNITY OCCASIONS

Are there events in the local area which drive high footfall? If so, can your club or facility be represented? Exhibiting at annual fetes, coffee mornings, bake sales or any other occasions could put you in front of interested individuals.



SCHOOLS

Find out how golf could be incorporated into the curriculum with your help. Your Active Schools Co-Ordinator can offer advice, which could generate a pathway for young girls which starts in primary school. Teachers may also become interested.



VISITING GROUPS

You may have groups which use your club for meetings. Advise them of your taster sessions or coaching programme and consider creating offers to encourage them to participate.



THE BUSINESS COMMUNITY

It's no secret that business is best done on the golf course, so why not try to make connections with local business institutions. Major employers and local Chambers of Commerce could be looking for a setting to host their next meeting.



EMBRACE THE UNKNOWN

Take to the internet to research which groups are active in your area. There may be organisations with a high number of female employees or users: mothers and toddlers, sports clubs, dance clubs, Girl Guides, universities and colleges, Women's Institutes, dieting organisations, church groups, etc.

PARTICIPATION RESOURCES.

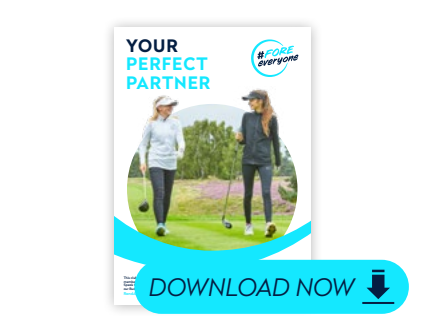
Click on the download links below to access resources which will allow you to build a participation pathway.

Build Your Participation Programme



Suggested use: This step-by-step guide will help you to build your participation programme.

Buddy Programme



Suggested use: Recruit individuals for your buddy programme.

Member Referrals



Suggested use: These assets will allow you to achieve referrals from your membership.

Taster Sessions



Suggested use: Access assets that will help you promote an all-important taster session.

Open Days



Suggested use: Click on the image above to access assets to promote an Open Days.

Other Events



Suggested use: Be creative with the delivery of your event programme using these materials.

CASE STUDY

WORKING TOGETHER FOR JOY IN JORDAN.



Growing women and girls' golf is a global quest. If Dubai and Qatar are perhaps most synonymous with golf in the Middle East, Jordan is making its mark too.

Since opening in October 2016, Ayla Golf Club – the country's first all-grass championship course – has strived to grow the sport in Jordan, supporting all ages and genders.

Working in tandem with the Jordan Golf Federation (JGF), the Greg Norman-designed venue in the southern city of Aqaba has worked hard to engrain itself into the local community.

WHAT HAS BEEN THE KEY FOCUS?

- A golf in schools programme started in 2018 using short golf equipment and giving more than 2,000 children the chance to play golf at school, including more than 1,200 girls (lead by JGF technical adviser Amer Radee)
- At Ayla GC, a weekly 'Ladies Golf & Coffee Morning' is hosted on a Thursday with Chris Dodd, Head Golf Professional. The lessons cover all skills required for golf, with one lesson each month on-course, either on the Championship or Academy 9-hole Par 3
- Junior girls attend weekly 'Junior Roll-up' sessions every Wednesday and Saturday evening, hosted by Walid Abu Elsamid, Junior Development Coach

"We are all making progress. The future is bright," Chris Dodd

Significantly, in April 2019, Ayla GC became the first venue in the Middle East to commit to the Women in Golf Charter, signed ahead of the staging of the Jordan Mixed Open, Ladies European Tour, Challenge Tour and Staysure Tour players came together for a 'world-first' to showcase mixed golf, as well as driving gender equality at the club and throughout Jordan.

"The historic event helped promote a spike in ladies' interest domestically for a period after the event took place," notes Dodd. *"Ayla and Jordan gained worldwide exposure."*

WHAT HAVE BEEN THE SUCCESSES?

- Both the Ayla Oasis Development Company and JGF have contributed to free golf learning classes on a weekly basis for local community juniors
- The JGF national team based in Amman (four-hour car journey to Aqaba) make monthly visits for up to 40 juniors (boys and girls) to experience a weekend of golf at Ayla GC
- Ayla GC and JGF member, Majd Najada, who first took up golf in 2016 utilising the 'Ladies Golf & Coffee Mornings' now represents the Jordan national team. In 2019, Najada succeeded in winning the ladies' category in the national amateur event, the Jordan Open
- The JGF are the only Arabic Federation to teach The R&A Rules School in Jordan, including three Jordanian women taking Level 1/2



"We also have a very active lady on our board of directors at the Jordan Golf Federation, Hala Ghawi, in charge of finance," adds Hani Al Abdallat, President of the JGF. *"We are also one of the few Arabic federations who have ladies' representation in Women's Pan Arabic championships."*

Dodd adds: *"While we still have a long way to go before a clear core group of national lady and girl golfers is established in Jordan, we are all making progress. The future is bright."*



MARKETING.



WHAT'S THE MESSAGE?

Adopting modern marketing methods will allow your club to speak to its target audience with greater accuracy, minimal wastage and in a cost-effective manner. A connected approach across all marketing channels will enhance exposure as you move into the external communications phase of your activity. You do not need to be a marketing whizz to ensure your website, social media, club emails, advertising and PR tell a corresponding story.

Marketing begins with an understanding of who your audience is. For women and girls, the messages we are looking to promote are very different. Having a clear understanding of which messages may resonate with your target audience is paramount before undertaking marketing activity.

GIRLS

SOCIAL	HEALTH	ROLE MODELS	FLEXIBILITY	EXPERIENCE
<ul style="list-style-type: none">Have fun with friends both on and off the golf courseMake new friends in a fun and relaxed environmentBecome part of our club	<ul style="list-style-type: none">Enjoy spending time in the fresh air playing a sport that can help to keep you fit and healthyGolf is a great way to enjoy sport at a slower-pace and with less physicality required	<ul style="list-style-type: none">Follow in the footsteps of Georgia Hall, Leona Maguire, Carly Booth or Amy BouldenOr choose a career in the golf industry like Henni Koyack, Di Dougherty or Iona Stephen	<ul style="list-style-type: none">Wear what makes your feel comfortable	<ul style="list-style-type: none">You don't have to have experience to enjoy golf

WOMEN

SOCIAL	HEALTH	FAMILY	FLEXIBILITY	SELF-IMPROVEMENT
<ul style="list-style-type: none">Meet like-minded individuals and enjoy a new social life, both on and off the courseGolf is for people from all walks of life and is far from the stereotypical image some people may hold	<ul style="list-style-type: none">A single round can burn up to 1,500 calories.Golf can be enjoyed by all ages and physical abilities, with no experience necessary to try itGolf is a fantastic way to switch-off and de-stress	<ul style="list-style-type: none">Golf is one of few sports which can be enjoyed by the whole family togetherSpend time outdoors gaining an appreciation for nature and respect for fellow-competitors	<ul style="list-style-type: none">Golf can be played in shorter forms, catering to the busy lifestyle of the modern womanGolf is more flexible than ever, meaning relaxed dress codes and better value for money	<ul style="list-style-type: none">Try a new challenge

SOCIAL MEDIA MARKETING.

When we consider women are typically more active than men, and social media is now a part of growing up, its importance is obvious. Applying a few simple tips can help put you on your way to social success.

1

BE CONSISTENT

Keep your posting regular (ideally once a day for all channels) and of a consistently high quality in captions, images and video. Tailor your posts by channel.

2

TAILOR YOUR POSTS

Instagram is all about inspirational images, Twitter is great for reacting in the moment, while Facebook is great for video and longer form storytelling.

3

HOLD THE HARD SELL

Do not be compelled to feel like you are selling something. Be fun, inspirational or educational first, and let your product sell itself.

4

JOIN THE CONVERSATION

Positive responses to other conversations are a great way to increase engagement. It won't be central to your strategy, but don't be afraid to get conversational.

5

TAKE INSPIRATION

The best ideas are rarely new, so pay close attention to what other clubs or organisations you look up to in other sectors are doing for inspiration.

6

LINK ACROSS PLATFORMS

If one social channel is most successful, use it to draw attention to others. Always link to stories or new info posted on your website to drive traffic there.

7

REVIEW WHAT WORKS

Gauge your success on interactions and determine through trial and error which times, content strands and types of content work best for you.

WEBSITE AND EMAIL.

CLUB WEBSITE

Your website is your shop window. It doesn't need to tell the consumer everything, but it has to grab their attention.

A well functioning website is critical. The rule of thumb should be allowing the consumer to buy your product in no more than 6 or 7 'clicks'.

Make it easy for people to find relevant information by creating a Women and Girls section, which clearly details information such as how to get involved, coaching times, contact information, details on equipment and clothing and cost.

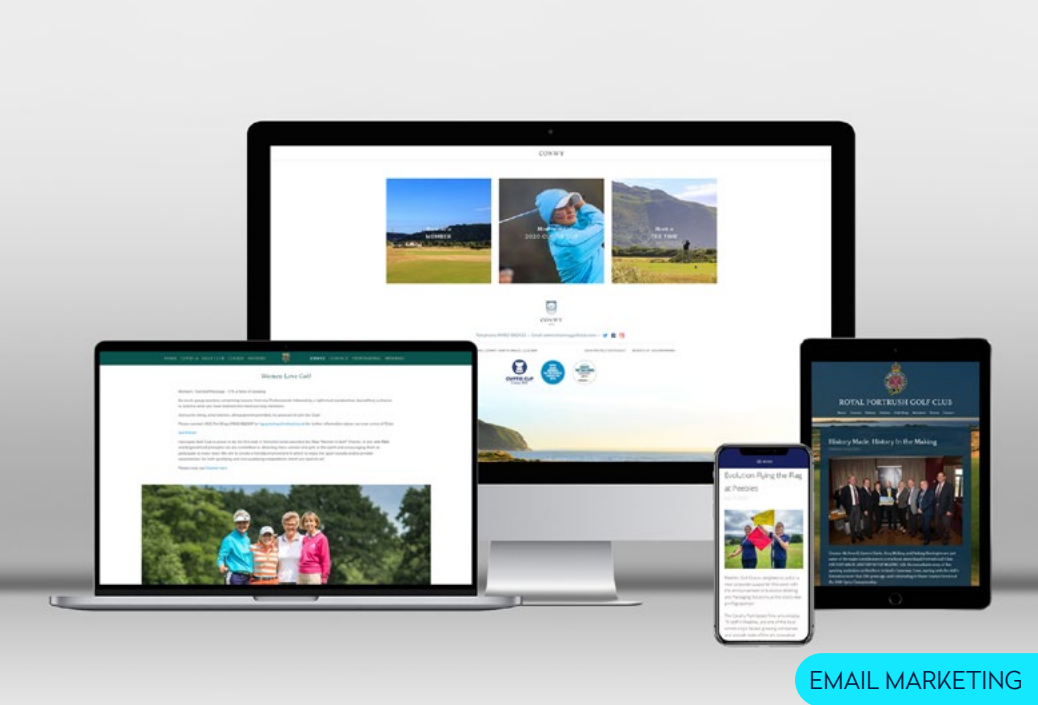
EMAIL MARKETING

Email marketing is a great way to deliver club news to members. Resist the urge to include lots of information and instead send regular emails focussing on the 1-3 most important topics of the week, giving each one a strong call to action (usually leading people to your website) and using your very best imagery.

Your email marketing is only as strong as your database, so do everything you can to encourage members to opt-in to these communications. You can then speak to them en masse about women and girls opportunities.



CLUB WEBSITE



EMAIL MARKETING

ADVERTISING AND PR.

ADVERTISING

Whether we are talking social media advertising, local newspapers or national magazines, the simple rule of advertising is 'Return on Investment'.

Use the experience your club has from the past to determine best approach for the future. If your advertising activity is not driving enquiries, consider another approach.

PR & COMMUNICATIONS

Your good work deserves attention! Communicate success stories, coaching programmes, money-saving offers and general club news through your owned channels but also by sending simple information to your local newspapers, radio stations, golf magazines and relevant influencers.

Always remember, a strong image goes a long way! Invite journalists from local media sources to your club for a game of golf or lunch to build relationships and provide you with a valuable contact when you have news worth shouting about.



ADVERTISING



PR & COMMS

The oldest and still the most impactful form of marketing – word of mouth! Ask your members to tell their friends, families and workmates, and tell your own contacts whenever you get the chance. The opinions of acquaintances are still more trusted than any other form of communication.



Suggested use: Advertising assets allowing you to promote your womens and girls opportunities when the time is right.

SUGGESTED ACTIVITY TIMELINE.



#FOREeveryone ACTIVITY TIMELINE.

Every club or facility's individual offer will be unique but, by using this timeline guidance, we believe venues will find success while building their own #FOREeveryone activity.

It may take you more or less time than suggested in this week-by-week plan, but you should be able to achieve support for your approach among members and attract new female golfers if you follow these steps.

Do remember that this plan is designed to integrate the idea of change with your board, members and staff prior to change taking place. Ensuring all parties are aware and supportive in the first instance is the best way to plan for success.

It will not happen overnight, so do start with your planning early and try to make consistent progress bringing in some of the considerations presented within this toolkit.

Good luck!



#FOREeveryone CAMPAIGN TIMELINE.

PLANNING PHASE

WEEK 1

- Read the toolkit
- Register your interest in signing-up to The Women in Golf Charter
- Review the available assets within the Women and Girls Resource Portal

WEEK 3

- Use the details returned within your internal review to consider which Charter Commitments you would like to make
- Schedule a committee / board / management meeting to discuss and agree your approach
- Take advice from the campaign building guidelines to create your own #FOREeveryone activity timeline

WEEK 2

- Conduct your internal review using the **SWOT Analysis** and **Member Questionnaire**

WEEK 4

- Work with your national association to make your commitments and Women in Golf Charter Signatory status official
- Begin to communicate to your staff about the changes you are seeking to make
- As you prepare for further communications to seed the idea of change with members, simultaneously begin using the **Participation Programme step-by-step** to construct your revamped participation pathway

INTERNAL COMMUNICATIONS PHASE

WEEK 5

- Begin utilising the **Club Signatory** assets to communicate to your members that you are now a Women in Golf Charter Signatory and that change is coming

WEEK 7

- Use the first batch of **Member Assets** to tell members about the changes you are seeking to make

WEEK 6

- Recruit your **Charter Champion** using the relevant assets
- Once received, display your **Charter Certificate** with pride!

WEEK 8

- Use the **Volunteer Recruitment Assets** to build your team

MAKING CHANGE HAPPEN PHASE

WEEK 9

- Begin initiating your operational changes
- Continue communicating any changes with your membership via email, social media and clubhouse display (posters)

WEEK 11

- Once individual changes are ingrained, communicate their achievement to your members via the appropriate **Member Assets**

WEEK 10

- Continue using the first batch of **Member Assets** to advise members of impending changes

WEEK 12+

- As change starts to take effect, finalise planning of your participation programme

SUPPORT FROM THE R&A

We want to ensure all signatories have the support they require when it comes to rolling out their own #FOREeveryone activity. The R&A will help by:

- 1 Leading the promotion of the #FOREeveryone campaign across GB&I to support golf club activity with a national, centralised approach
- 2 Working with R&A Patrons and other stakeholders across the golf industry to show their support for the campaign
- 3 Continuing to work with clubs to communicate success stories and new case studies via the portal, The R&A social channels and externally
- 4 Providing updated and new assets via the Resource Portal as determined necessary through club and facility feedback
- 5 Working with media and influencers to further explain the objectives of the campaign to golfing and non-golfing audiences
- 6 Conducting activations at R&A owned events in the future to engage with golfing audiences and drive interest in playing golf

EXTERNAL COMMUNICATIONS.

Once change has started to take effect within your club, to the point you feel the welcome you offer and the conditions for newcomers would encourage them to stay with you, you may want to start thinking about external promotions.

The following will allow you to engage with an external audience and invite them to become part of your participation programme.

Begin using the external assets provided to speak to lapsed and non-golfers. As mentioned in the Participation Programme Step-by-Step, it is suggested that **Taster Sessions** for women and girls are the first activities scheduled to entice a new audience to take a first step into the participation pathway. **Open Days** and other **Marketable Events** should be considered at the right time for you

Ask your members if they have any friends or family who would be interested in joining your participation programme using the **Member Referral Assets**

Use the **Buddy Programme Recruitment** Assets to find members to assist you in making newcomers feel at home

Start conducting **community outreach** in order to recruit local participants using these assets

If it's right for you, use the **Advertising Assets** in order to promote the opportunities you are creating for lapsed and non-golfers



GET IN TOUCH.

You will be able to access the Women in Golf Charter Resource Portal and many of the resources mentioned within this toolkit by clicking on the links provided.

These will help you to connect into our campaign, build your own **#FOREeveryone** activity, and to start making changes within your own club or facility.

We also want to hear any thoughts you may have about how we can continue to support the growth of women and girls golf. **#FOREeveryone** is designed to be a continued supporting mechanism for clubs in order to meet their long term goals. If you have any suggestions, comments or requests, please contact us via the details below:

FOREeveryone@randa.org 





Women in Golf Charter

#FOREeveryone

RandA.org/FOREeveryone