



### **Review of WIG Charter – March 2025**

**1) "To achieve and maintain 30% female representation on the Committee by actively promoting these positions for women"**

There are currently 2 women on the main committee, one being our current Lady Captain Karen Green-Wilson and Joanne Edwards (Lady Captain Elect) who has been elected to the joint role of House and Bar at the Club. Prior to the AGM in November 2024 no other women were nominated by the women's section for positions on the committee. The women continue to have a separate committee where ideas and any concerns are raised and dealt with, or when required are filtered through to the main committee for information/decisions. In addition to this, the Club have appointed a Welfare Officer (Amy McGee), this is a supportive role to members in order to recognise the signs and indicators of abuse, bullying and poor practice and awareness of how it should be appropriately dealt with.

**2) "Deliver a minimum of 4 initiatives each year targeting women and girls"**

We have 2 Academies at the club, Women's Academy and Junior Academy which includes girls and boys. The Junior Academy is currently managed by Lee Butterworth, other members of the club assist him with weekly lessons and competitions, which take place throughout the season. The Women's Academy is currently managed by Carol Aikin, all academy members are invited to take part in 6 free group golf lessons with the Club Professional and there are monthly golf competitions that each member can participate in, playing alongside an experienced member. Once a handicap has been gained, the Academy women can also enter additional competitions. In addition to this a winter league competition has taken place for those academy players that wish to be involved. This year we have also trialled swing room winter golf lessons for the academy women, this has so far been a success.

**3) "Formally promote inclusion to the wider community via club website & social media"**

At the club we currently task Aquila Golf for our Social Media PR. Our intentions are to promote the club and membership to the wider community via the club website, digital board in the clubhouse, local schools, Facebook and other Social Media outlets. This will include advertising our Academy membership pathway all the way through to our full membership, including utilising photographs and creating a short video, promoting all aspects of our women's section.

**4) "Promote a membership pathway for women and girls to progress within the club"**

The pathway for women joining the club is either as a full paying member for those experienced golfers or the Academy section for those women who are new to golf, and need to slowly build up confidence, skills and understand the etiquette and rules surrounding golf. The Academy is a 3 year programme, currently year 1 costs £20 (this covers the golf affiliation fee), year 2 is £300 and year 3 is £555. After this time they can choose which category they want to join, either 3 day, 5 day, 6 day or 7 day memberships are currently available. At this time we have 25 members of the women's academy.

The pathway for girls is our Junior Academy which is a nominal fee to join, all members can participate in weekly group golf lessons with the Club Professional, the group lessons are for both girls and boys and currently cost £5 per child. There is also a weekly Junior Competition for the beginners which consists of 4 holes on the course, once a handicap has been gained, the players can be involved in other Junior Competitions, eventually leading to playing in the club competitions on a Saturday. We currently have 16 girls in the Academy. A couple of our Junior girls regularly play in the women's competitions, we do encourage this once they obtain a handicap, and feel confident in joining us, however, due to the age of the girls, we do ask that a parent is present during the round of golf.

One of our Junior girls plays in the clubs mixed Junior Team and is a member of Lancashire Junior Team, representing the club and county in high level competitions around the UK. We continue to encourage Junior members as they are our future.

The club currently employs over 10 female staff in various positions, including House and Bar Manager, Hospitality, Office Assistant and Cleaning Staff roles.

**5) "Designate mentors within the club who can assist and support members"**

When a potential new member shows interest in the club, contact is initially made via our Club Secretary who then involves our Lady Captain/Lady Captain Elect, who will arrange a meeting to discuss membership and what support is provided, as well as a

tour around the golf club. At the point of joining the club the member is then introduced to our Academy co-ordinator (Carol Aikin) who will fully explain the programme and invite them to meet other Academy members. We also have 2 WhatsApp groups (one specifically for Academy players and another for all other members, academy women have access to both groups, this enables them to liaise/support each other and have contact with the experienced golfers too). The women's section arranges bi-monthly group gatherings in the club function room, during which we have a meal and prize announcements, this is a great time to build friendships, whilst having fun. Our Academy co-ordinator produces a report every 6 weeks for the women's committee regarding the section, raising any concerns, changes or good news stories, which if required are then discussed at length by the committee.

With regards to the Junior Section, all players and their parents/carers are part of a WhatsApp group, this is managed by the Junior co-ordinator Lee Butterworth and the Club Professional, who provide regular support. When Junior girls are ready to play in the women's competitions, they are invited to become a member of the women's WhatsApp group and attend some functions with a parent.

6) **"Promotion of the charter and appoint a Charter champion"**

The Charter Champion is Joanne Edwards (Lady Captain Elect). A small working group has been appointed (including Lady Captain Karen Green-Wilson and the Club Manager Gareth White), this was formed to discuss ideas going forward to encourage more women members). In order to promote the Charter the Club will display the commitments internally and externally via noticeboards, on the club website, club digital screen and within membership packs. The Charter Champion will provide England Golf with an annual report on progress made.

Joanne Edwards (Charter Champion) 28<sup>th</sup> March 2025