



KENYA LADIES GOLF UNION

UNDERPRIVILEGED GIRLS POLICY DOCUMENT

1. Purpose of the policy

The purpose of this policy is to outline the procedure for identification and union interaction with underprivileged girls in the golf community.

The policy also lays out the various forms of help availed by Kenya Ladies Golf Union (KLGU) to support identified persons on commission by the Executive Council. Controls for the allocation and disbursement of funds are outlined towards the end of the policy followed by recommendations for improvement.

2. Policy statement

One of the objects of the KLGU Constitution is ***'to encourage promote and assist the playing of golf by juniors and the underprivileged'*** cognizant with the KLGU motto ***'to develop and promote to the highest possible standards, the collective interests of ladies' golf at all levels.'***

In order for KLGU to execute its mandate and play its rightful role in golf among Ladies, the Union has identified strategic objectives anchored on; ***Training & Development*** and ***Attraction of More Lady Players***, amongst others, as the main themes.

KLGU in this policy seeks to outline its underprivileged girls as outlined in the approved year 2022 Strategic Plan. In an effort to promote more female participation in the sport and to support current participants in their various pursuits of the game.

1.1 Definition of Underprivileged

(Of a person) not enjoying the same standard of living or rights as the majority of people in a distinct group.

Underprivileged girls in the union should meet all of the following criteria for consideration in allocation of benefits conferred by this policy;

- Should be fully registered members of KLGU or Junior Golf Foundation (JGF)
- Performance will be tracked for all girls requesting for support under this policy, the KLGU Executive will review performance annually to determine the need for further support
- Girls with special needs or physical disabilities shall also be considered as underprivileged

- Should apply in formal writing addressed to the Joint Secretary of the Executive Council, and present themselves for an interview by a Sub-committee as appointed and tasked by the Council.
- Should demonstrate exceptional talent and skill, beginners should be proposed by a qualified professional golfer, a club Lady Captain, a JGF Trustee or a KLGU Executive Council Member
- Other special situation (as approved by the KLGU Executive Council)

1.2 Forms of Aid

Members can apply for aid from the union in the forms outlined below, and only for KLGU recognized events;

- Participation fees
- Golf attire and equipment
- Membership fees
- Travelling fees
- Accommodation fees
- Caddie Fees
- Mentorship on social skills and golf psychology
- Other (Following deliberation and agreement by the Executive Council)

1.3 Procedure for Application

The following is the procedure for application of aid from the Union;

- i. The KLGU Executive Council should update Lady Captains through the official forums on available opportunities for aid informed by the budget.
- ii. Applicants shall apply by forwarding proposals to the Joint Secretary of the Executive Council.
- iii. Applicants will present themselves for an interview as is deemed necessary by the Sub-Committee appointed by the Executive Council.
- iv. Following approval, the Chairman will forward a motion at the next Executive Council meeting in respect to the selected applications.
- v. If the motion passes, specific terms of the aid come into motion.
- vi. If the applicant is not successful, the Joint Secretary should write to them, expressing reasonable feedback as regards the application.

1.4 Criteria for allocation

- Allocation should only be awarded in aid of members who meet all afore-mentioned criteria and following approval by the Executive Council.
- Allocation of funds for the approved aid activities shall be done annually, guided and limited to the budget approved by the Executive Council.
- Aid should be considered primarily for groups (individuals on exceptional talent as approved by the Executive Council) so as to deliver most value to a diversified group of needs.
- Aid can be awarded as part of rewards and recognition as motivation and support for the targeted audiences' continued participation and exemplary performance.
- The Joint Secretary of the Executive Council shall issue a formal letter to the recipient outlining the approved award, extent of aid and support, and defined timelines.

3. Applicability

This policy is applicable for individuals and members of KLGU and JGF. It covers all members of KLGU and JGF regardless of membership period.

This policy does not and shall not discriminate on the basis of race, color, religion (creed), age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.

4. Definitions

KENYA LADIES GOLF UNION (herein referred to as KGLU or 'the Union').

5. Recommendations

a. The 'Social Aspects' Of Golf

Research indicates the 'social aspects' of golf to be the most important factor in long term golf participation.

Playing golf was primarily used to connect with other players and help establish deeper relationships to build, which offered a key supportive role in overcoming difficult aspects of the game.

Action points;

- Promote establishment of regular and repeated calendar of female golf events to encourage participation to become routine.
- Focus campaigns on promoting golf participation as an opportunity to have quality time, viewing the sport as a culturally valued leisure activity.

b. Participation Levels

Overall participation levels of girls in golf is low in Kenya. Following a situational analysis to review the current status of KLGU, focusing on issues that affect Lady Golfers, '***Few young Ladies and girls taking up the game***', was identified as one of the threats.

Action points;

From identified themes, KLGU proposed '***increasing the percentage of ladies playing golf from 10% to 30%***' as one of its strategic objectives. In order to achieve set objectives, the following activities were proposed;

- Waive entry fees for Junior Ladies.
- Support girls from **underprivileged** backgrounds financially to pay caddie fees and transport costs to the events.
- KLGU to organize group travel for Regional events.

- Introduce beginners clinics to target new ladies interested in beginning golf ([Kenya Ladies Golf Union](#)).
- Female golf events should be organized and promoted as enjoyable social experiences rather than complicated rules heavy activities.

c. **Buddy System**

Research has shown that the introduction of a ‘buddy system’, which is *an arrangement where new members are teamed up with more established ones*, has a positive effect on participation and retention levels amongst new golfers.

Action points:

- Designated club members could be appointed to support new members through voluntary ‘buddy’ systems.

6. Get in Touch

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Facebook: Kenya Ladies Golf Union – KLGU

Disclaimer: This policy will be subject to periodic review by the KLGU Executive Council.