



ROEHAMPTON CLUB

GOLF COURSE MANAGEMENT POLICY DOCUMENT

2022 - 2026

Golf Course Management Policy Document 2022 -2026

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1.0 INTRODUCTION

The purpose of this document is to set out the policy for the management of the golf course for the next five years.

A coherent, long-term policy provides unity and direction and ensures that the course's potential is realised to the full. It provides a reference point from which Committees and Members can better understand the principles of Course Management. The guidelines will be adhered to and any changes to the Policy will not be introduced without the agreement of the Golf Committee, the Chief Executive and the Course and Grounds Manager (CGM).

2.0 OBJECTIVES

1. To achieve the highest quality of golf course presentation in keeping with the course's parkland style.
2. To improve the quality of golf course playability in all areas so that the course can compete well in terms of competitions held regionally.
3. To develop the quality of the golf course to promote a sustainable pathway, which is more supportive of wildlife in the area. In so forming an important corridor between the common land reserves of Barnes and Putney and Richmond Park.

3.0 ROLES AND RESPONSIBILITIES

3.1 Board of Directors

Responsible for determining and agreeing policy and overseeing the management of the Club. It will provide sufficient resources to achieve the above objectives.

3.2 Chief Executive

Responsible for ensuring the implementation of the Course Policy by the CGM, liaising with the CGM on a regular basis and the Golf Committee Chairman where necessary. He/she will establish management controls to monitor the policies approved by the Golf Committee and ensure that correct management practices are followed, notifying any budget variations to the Board of Directors.

3.3 Course and Grounds Manager (CGM)

Responsible for the implementation of the Course Policy. He will liaise with the Chief Executive on a routine and regular basis. His overall responsibility is to maintain the course and practice areas in accordance with recognized green keeping principles and with sympathy to the characteristics of the course. He will present the golf course and related areas to the best of its potential throughout the year.

He will manage the course in accordance with the Course Policy Document, and within agreed budgets. He will further manage and direct a team of green keepers, with due regard to training, welfare and Health and Safety matters. He also has responsibility for managing, maintaining and caring for the inventory of machinery, tools and equipment and the security thereof.

The CGM will attend scheduled meetings of the Golf Committee as requested, to provide information and advice as well as presenting at the Annual Meeting of Golfers.

The CGM has sole discretion in adverse conditions with regard to:

- Course closure
- A total trolley or buggy ban
- The use of temporary greens

The CGM will consult with the Chief Executive, the Duty Manager, or a member of the Sports Shop team. The Head Greenkeeper, Deputy or acting senior Member of the team will deputize in the absence of the CGM in the case of weekend rota, holidays etc.

3.4 Golf Committee

The Committee is assigned the task of recommending policy for the management of the golf course and of all related land. It is responsible for making recommendations to the Board of Directors with regard to the approval of large capital replacements and other matters necessary for the effective operation of the golf course.

4.0 RESOURCES

4.1 Staffing levels & breakdown

A Course and Grounds Manager

A Head Green Keeper

A Deputy-Head Greenkeeper

9 Assistant Greenkeepers

1 Apprentice or Trainee

(plus a mechanic who manages the entire fleet for the department)

The command structure and assignment of roles is the responsibility of the CEO and CGM to decide, taking into account the abilities of the staff and need to adapt to changes in the dynamics of the team. The Mechanic contributes to the overall upkeep of the plant and machinery of the department, as well as the golf course

4.2 Staff Training & Development

There is a strong commitment to training and education of greenkeeping staff. The key objective will be to train and develop staff so that they are a highly competent motivated team who able to progress and assimilate to positions of greater responsibility within the course and grounds management structure and beyond.

Training will be provided via several different approaches for staff to follow depending on experience and known skill levels already achieved. The department's own Standard Operating Procedures (SOP) booklet will be a primary source of pathway training for induction training as well as formal obligatory training for such practices as forklift usage; pesticide spray application and chainsaw usage. NVQ qualifications or equivalents will be promoted within the greenkeeping team as the logical path for staff Members provided they meet operational performance standards as

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defined within the appraisal process. Other less direct learning outcomes will be encouraged, i.e. tournament experience at another club to learn new skills and learn from experiences. This will be a flexible programme that is initiated when possible scholarship/work experience placements become available. The team is encouraged to enrol on the BIGGA 'Continuing Professional Development' scheme to progress their career.

4.3 Machinery & Equipment

The CGM will submit a rolling 5-year plan of machinery and major equipment replacements for approval and review by the Golf Committee and the Board. A 5-year lease plan is in place for the majority of the large equipment running from 2022 to 2026 when it will be renewed. The CGM, along with the Clubs Mechanic is also responsible for the regular and proper maintenance of the machinery and equipment inventory including records of use, preventative maintenance and major servicing.

4.4 Facilities

The Board of Directors will provide facilities for the safe storage of machinery, tools and equipment and adequate working areas for the workforce to carry out their duties within a defined area, referred to as the Greenkeepers compound. The area needs to comply with all British law regarding safe working environment under all the relevant acts of parliament in this aspect.

4.5 Timing of Work

The CGM, in discussion with the Chief Executive Officer, will plan his work to minimize inconvenience to Members, guests and visitors and, in respect of disruptive maintenance, plan such works well in advance, and communicate such plans to the Golf Committee for approval, so that the agreed work schedules can be communicated to through the various channels used to distribute information to the membership.

5.0 GREENSTAFF

It is the Club Policy that Greenstaff shall have priority on the golf course during the morning set up, from commencement of work till to 9am - to ensure their health and safety, and the efficient preparation of the course for play. The provision of maintenance mornings, which is a date set each month, are windows for the greenkeeping team to achieve tasks that require more time to enable them to be completed ahead of the golfers. Tasks, for example, as top dressing need time to complete but are essential operations that improve the playability and standards of the course. During these windows of opportunity, it is essential that the green staff are allowed to complete the task unimpeded. This will enable them to work ahead of play so not to disrupt the play any more than required to.

Staff working on the golf course will endeavour to give way to play on every occasion where it is reasonable and safe to do so. Staff will be aware of the patterns of play and shall give way by turning to the players acknowledging their presence and standing to one side. Operators of machines, e.g. fairway mowers, shall stop and wait until the shot has been played. If for operational or safety reasons it is not possible for staff to give way players should wait until the completion of the task in hand.

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Players should expect to see greenkeeping staff at work throughout the week for both regular and competition play. The typical weekend duties for the staff are based around the set-up of the course only, except for when there are competitions. Every effort will be made to reduce any disruption caused but it is essential that maintenance works continue in order for the course to be maintained to the desired standard.

6.0 THE GOLF COURSE

6.1 Ecology

The objective of the ecology policy statement is to ensure the consistency in management of the course is sustained and encourage wildlife into the estate. The Club will from time to time engage the services of the qualified ecological consultant to assist with the development of the Clubs ideals to this end and liaise with the CGM on this issue.

6.2 Greens

Objective

To produce: well-presented, consistently firm, smooth, and true putting surfaces that are free draining and of acceptable seasonal pace all year round.

Policies

- The greens will be mown regularly at a height range no less than 2.75mm and no more than 5mm depending upon their condition, influence of climate and time of year. Mowing will be completed in the form of hand machines as regularly as is possible on a routine basis and as a matter of course for club competitions. Ride-on triple machines will be used at time when required to optimise manpower and or time constraints.
- Aeration will be used in various forms to: relieve soil compaction, reduce organic matter, complete soil exchange and to aid water/air infiltration. The selection of these various practices to include: hollow core, solid tine (shallow or deep), scarification, and/or compressed air/water will be sympathetic to greens playing quality when used outside of the main nominated course maintenance weeks.
- Sand or sand/soil mixed dressing will be applied consistently throughout the growing season with the aim of: improving greens playing performance, diluting organic material, assisting the recovery of renovation works and to sustain and enhance drainage performance. The application range for volume applied will be no less than 100 tonnes minimum and the aim is to reach 200 tonnes but will have to depend on factors such as weather constraints of an individual year.
- The organic material content of the greens will be tested annually to assess the content by weight using the STRI's ASTM method. The amounts versus depths in terms of range to manage within are as follows:

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- 0-20mm depth = 3.0 to 6.5%
- 20-40mm depth = 2.0 to 4.5%
- 40-60mm depth = 2.0 to 3.5%
- 60-80mm depth = 2.0 to 3.0%

Maintenance Weeks

Four nominated and diarised golf course maintenance weeks are in place and will be used to conduct the essential course maintenance and renovation operations. To facilitate that the process is accomplished quickly and efficiently, the Golf Committee has allowed for nine hole to be sequentially closed so the works can be done without interference. The exact programme of works will be decided by the CGM with the support of the Golf Committee. These works will take into consideration the agronomic requirements but also be sympathetic to the speed of recovery, minimising long periods of disruption to the playing surfaces. Ideally, unless fully justified, the impact of maintenance works will not be felt further than seven to ten days after completion. Essential routine maintenance operations such as solid tine aeration, topdressing and overseeding may be applied in-between these maintenance weeks but again should not be overly disruptive.

Fertiliser will be applied based upon soil analysis and a programme written by the CGM will be implemented throughout the growing season.

- The amount of supplemental irrigation applied to the greens will be dependent upon: climate, soil moisture status (tested with a Spectrum Field Scout probe or like type apparatus). The primary aim is to sustain and promote a health grass plant through the growing season. Water acidification is used to reduce carbonate content and pH levels within the mains water supply.
- Chemical treatment for weed and diseases will only be carried out when necessary and under the correct conditions by qualified members of staff (and in possession of a NTCP spray licence). Application of chemical compounds for sports maintenance is overseen by the Department for Environment, Food & Rural Affairs (DEFRA) and the relevant agencies. The statutory guidance for timing and quantities of applications have to be observed and recorded.
- New hole cup positions will be cut at least twice a week in selected locations that offer a fair but challenging characteristic to the golfer. The hole cup turf/soil edges will be painted white for selected Club competitions.
- The testing of greens performance will be undertaken on the morning of any two or three star events and relayed to the Sports Shop for communication to the Members. Firmness, smoothness and trueness testing will be undertaken by the Greenstaff with the results used to determine the requirement of key operations above.
 - Performance parameters through the main growing/playing season are as follows:
 - Green speed: daily play or 1-star events 9.5 to 10 feet, two star events 10 feet plus, three star events 11 to 13 feet.
 - Firmness/resiliency: 90 to 110 gravities (as measured by the Clegg Hammer)
 - Smoothness and trueness: 13 to 16mm per metre and 6 to 10mm per metre respectively

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To note: A variety of key operations will be carried out throughout the year with the aim of creating optimum playing performance. To include: hand mowing, brushing, rolling, top-dressing, grooming/verti-cutting and the use of growth regulators.

- A regular programme of overseeding will be followed throughout the main growing season with the aim of introducing “desirable” creeping bent grass species to complement the existing composition.
- The green staff will repair pitch marks throughout the year on a daily basis in conjunction with setting up the course for the day’s play. However, the Membership must take responsibility for correctly repairing their own pitchmarks and those of others.

6.3 Tees, approaches & run-off areas

Objective

To achieve a uniform, firm, level, fully grassed surface, of adequate size and playable all year round for each hole.

Policies

- Tees will be relevelled and returfed on an as required basis as part of a specific autumn/winter works plan.
- The height of cut will be no lower than 6mm and no higher than 10mm. The tee surfaces will be hand mown for the majority of the playing season. A triplex type machine will be used during the low season period of autumn / winter to rest the surface to a higher degree and help deploy manpower effectively over the period.
- At least two annual renovations will be used on all areas to include one or a combination of: top-dressing, hollow core or solid tine aeration and/or scarification.
- Fertilisers will be used based upon the needs of the turf and seasonal climatic conditions.
- The amount of supplemental irrigation applied to these areas will be dependent upon: climate, soil moisture status (tested with a Theta and Spectrum Field Scout probe), general turf health and playing quality factors.
- The introduction of wear tolerant grass species will be employed for overseeding purposes in order to: combat wear, ensure adequate grass coverage and to retain/enhance their presentation.
- The green staff will regularly fill in divots with a sand/soil/seed mix on a regular basis throughout the year. Members should be encouraged to replace their divots and using the same principle using the top dressing supplied divot boxes (par-3 holes only).

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6.4 Fairways

Objective

To achieve firm, well-presented surfaces that are firm and receive the ball well, that are playable all year round.

Policies

- It is the aim to remove a percentage of the organic matter to keep 'thatch levels' under control and to assist water and air movement within the soil profile. This form of scarification will be completed during the active growing months to ensure full canopy coverage recovery. Equipment such as hollow core aeration and/or scarification during the summer course maintenance period, as well as deep solid tine aeration over the autumn/winter period.
- At least one annual topdressing event will be used, applied during a nominated course maintenance week, in order to: improve grass quality, reduce thatch content, deter casting worm activity and fill in any local damage. The recommended volume range should be between 30-50 tonnes per hectare of a medium straight sand applied with a spinning disk type top dresser.
- A cutting height range of between 11mm to 15mm will be observed and the CGM will be responsible for determining when and by how much any changes are made.
- The amount of supplemental irrigation applied to the fairways will be dependent upon: climate, soil moisture status (tested with Spectrum Field Scout probe), general turf health and playing quality factors.
- Due to the withdrawal of Organophosphate pesticides from the UK market by DEFRA, casting worm suppression and the control of pests such as Chaffer (*Phyllopertha horticola* and *Hoplia philanthus*) and Leather Jacket (*Tipula* spp) can only be controlled by the use of cultural practices, i.e. brushing surfaces frequently and the addition of soil amendments.
- Fertiliser applications will be used based upon the needs of the turf and seasonal climatic conditions.

6.5 Semi-rough & playing rough

Objectives

To present a uniform semi and main playing rough that offers a good quality surface from which to play recovery shots.

Policies

The cutting height for the semi-rough will be between 25 and 35mm. The width of the semi-rough will be dictated by the machine capability which is a cutting distance of 85” and is a fixed cylinder type machine. This will include a “fringing cut” between the green collar and green surrounds rough cut.

The aim is to encourage uniform grass growth around the greens minimising bare batches and encouraging a variety of chipping options. The limitation on this issue is the ‘reach’ of the irrigation system, as the Club invested in a (two row fairway) part coverage design and not a wall-to-wall irrigation system, when the system was renovated in in the early 2000’s.

The introduction of wear tolerant grass species will be deployed for overseeding purposes in order to: combat wear, ensure adequate grass coverage and to retain/enhance their presentation. The selection of the grass species will be selected to assist in sustaining grass coverage in the summer months.

The cutting height range for the main playing rough will be between 50mm and 75mm. The CGM will determine when and by how much any changes are needed, based upon seasonal playing quality and climatic factors

The aim will be to help maintain grass coverage through the summer months, but this will depend on the scale of the temperature extremes experienced. If drought orders are issued by the Environmental Department, areas may have to taken off from the irrigation schedule, dependent on the constraints set by the authorities.

6.6 Native Rough & Conservation Areas

Objectives

To increase the floral diversification of the estate including the golf course and to improve the ecological benefit to wildlife for the long-term sustainability of the environment. These areas shall be aesthetically pleasing to view and have some potential benefit to the playing qualities of the course and still yet still primarily enhance natural habitat creation narrative within the course.

Policies

- To manage the grassland areas around tree plantations so to benefit the wildlife potential but also enable them to be playable for all skills of golfer.
- Create planting areas on the course that have a range of herbaceous and perennial shrub planting which will comprise an intrinsic value for insect and bird life in terms of feeding grounds or habitat.
- The areas will also have value to golfers, by screening areas of the course off, so to improve the feeling of inclusion around selected greens, tees or fairways.

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- Selective herbicide control should be used to remove any undesirable vegetation from the natural rough sward where needed.
- Management of the tree species within the course to ensure that the long-term aim is to have a healthy tree population on the course for decades to come. Due to global warming, some British natives will struggle or be lost in the future and the transition of replanting with species that will endure, in the future, when summers will be hotter and winters mild and wet must be a priority.
- In the autumn leaves will be cleared from the fairways, greens and rough areas on a daily basis, with the programme of works permitting. Leaves will be banked into woodland plantations where possible and when a time is favourable collection and removal for composting is to be carried out.
- Collection of all green waste materials from the estate will be done as part of the normal disposal process and collected at the recycling area on the golf course. The material will be turned into compost and eventually used when ready as a substrate material in new planting areas.

6.7 Bunkers

Objectives

To deliver well-presented, clearly-defined hazards that offer excellent playing quality and that are maintained to the highest standards.

Policies

- Daily raking will be completed in either full (using the teeth side) rake or footprint only rake forms. After heavy rain storms, bunkers will be flat raked (smooth side of the rake without teeth) to assist water dispersal. The Member rakes provided will be positioned half-in/half-out of each bunker with the head inside the hazard facing in line with the direction of play.
- Sand depths will be monitored and maintained at a uniform 100mm (in the centers) to 50mm (on the slopes) depth in all areas. The bunker will be bowled in shape where possible so that ball rolls to the center and away from the edge of the bunker. The current sand employed is RH37 (or equivalent sand depending on availability) and its use will be continued through the policy period.
- Bunker sand renovation will be completed as required if sign that sand quality is compromised. The existing sand is rotavated to loosen, moved to create the desired base shape before a layer of new sand added.
- The quality of grass cover for the bunker surrounds shall be maintained by: watering, fertilisation, regular mowing, damaged area repairs, wetting agents (as needed) and in the most

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extreme of cases turf replacement (south facing, un-irrigated areas especially). Every effort will be made to retain full grass cover but the success of this will depend upon the severity of climatic conditions in any one year.

- The grassed leading edges of all greenside bunkers will be cut with flymo and strimmer equipment as required depending upon growth rates – at a height of cut between 25-35mm. Back slopes will be cut at rough height, as determined by the time of the year. It is the desired effect to allow the ball to roll off the face and into the bunkers, to give the golfers the most suitable lie to strike the ball.
- Drainage performance will be monitored in the bunkers and as the gravel and pipe components become silted over time they will be refreshed to regain drainage performance.
- On a seven-to-eight-year cycle, drainage lines within the bunkers will be inspected and any silt build up or contamination. The drain line will be renewed, and the fresh gravel replaced over the pipe. At the same time the inverted turf bunker base shall be renewed and the revet on the side wall shall be replaced as required to keep the integral shape of the bunkers as envisaged by the golf course architect. It is recommended that on the next cycle of renovation, the revetted turf shall be substituted with an ‘ecoturf’ system or a like which has proven on the chipping green bunker to be a successful trial ground for this material. The benefits are that the turf doesn’t break down and lead to a collapsed face and helps to keep the integrity of the face and slope in good order indefinitely.

6.8 Trees & wooded areas

Objectives & policies

- The estate trees (including the golf course) from 2021 shall be on a rolling schedule of assessment which will be done every eighteen months to two years by a qualified arboriculturist. Trees will be monitored and risk assessed to ensure they are not an inherent issue for Members, staff or the general public. The health of the tree will also be taken into consideration and for future generations to appreciate. A rolling site survey document will list recommendations that are required and will be undertaken in the period between assessments. The services of qualified tree surgeon shall be employed to carry out aerial works to trees as required or large tree removal where necessary. The Course and Grounds team will assist by pruning or the removal of trees where possible and safety from ground level.
- It is the CGM’s prerequisite to agree works immediately to a tree if any of the following issues are exhibited: A trees structure is damaged by a weather phenomenon (storm/winds etc.) and any part of the tree is damaged and poses a threat to those in its vicinity. A tree is affected by pest, disease or invasive fungal growth to the point that that the integrity of the structure is compromised. A tree is in decline due to age or a combination of the above issues which the CGM is advised needs immediate works to improve the trees likelihood of survival or felling if it is not structurally sound.
- Trees of a significant age that are called ‘Legacy Trees’ are to be managed to promote good health in their mature stages of life. As a Legacy Tree nears its decline, a replacement tree is planned as a replacement, so its loss of impact is not detrimental to the design of the hole.

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- When possible, a tree which has declined, shows no signs of life and is of a sufficient girth to merit it, shall be pruned, to remove stem and branch work and then left as a monolith. A deceased tree is of a greater value as a wildlife habitat than (in most cases) when it is alive. If it's the case that a tree is not on a play line of the course or obtrusive then a monolith process will be a consideration.

7.0 MACHINERY

The majority of the present turf machinery will be due for renewal in 2027, when the current lease hire contract with Reesink terminates. The replacement options for the fleet will need to be reviewed during 2026 and decided so that a tender process can be implemented with ample time for any replacement fleet to be ratified by the Board for purchasing and the order placed with the approved turf machinery supplier. The key objectives are to maximise operational efficiency and to maintain the highest quality of playing surfaces by choosing the best machines for the purpose intended.

The Mechanic is responsible for maintenance and repair of all machinery with a view to minimising down time. The correct service operations shall be observed for each individual machine and a proactive approach to servicing and repairs to reduce costs to the Club. The correct records shall be kept for service history of each machine and part inventory for what has been ordered and replaced on each scheduled service.

8.0 GOLF COURSE FURNITURE

A daily routine of cleaning and checking all furniture will be in place so that any debris and/or damage that are found are quickly addressed.

The consumable parts of the golf course's furniture will be replaced before each spring season to include: hole cups, flags, flag poles and ball-cleaning towels.

All non-consumable items will be renovated over the winter period, on a rolling programme, to include: tee markers, bins, ball washers, signage and benches.

9.0 PATHWAYS & TRAFFIC ROUTES

The pathways will be kept well-presented and free from weeds and/or other contamination throughout the year. An annual renovation in late winter/early spring will be completed to: redefine the path, remove any debris, repair the levels of the pathing material and to top up that material completely.

The traffic routes on grassed areas of the golf course – to include vehicle and foot traffic – will be maintained so that grass cover is retained and the areas are stable to drive/walk on. Deep aeration, sand dressing and overseeding will all be used to achieve and retain the desired quality in these areas.

10.0 WATER RESOURCE & IRRIGATION MAMANGEMENT

The main objective is to use irrigation water economically with the caveat to maintain desired quality of grass health and area playability/presentation is achieved.

It has been the long-term goal, now achieved, that the supply of water for use within the estate was sourced from a borehole on site for the main supply. Additional requirements at peak periods being supplemented from the Thames water pipeline. It is an ambition of the Club to harvest water from other attenuation sources on site. A consultant drainage engineer has been commissioned to investigate a method of enabling drainage water to be effectively captured to be used as part of the irrigation reservoir.

Record keeping that collectively demonstrates good practice in watering/irrigation practice will be kept to include rainfall, temperature, wind speed and applied irrigation amounts.

Cultural practices such as aeration, wetting agents etc, will be used to ensure water infiltration performance is reliable and the wastage of water minimised.

The irrigation system will be audited on a regular basis, at least once per policy document cycle. This report will be used to define the works required to manage the system at an optimal level and to minimise the likelihood of major failure.

11.0 GOLF COURSE MAINTENANCE PERIODS

Four weeks of the calendar year will be nominated and assigned as golf course renovation periods. All disruptive cultural practices – over and above light aeration and topdressing etc – will be performed at these times. For maintenance operations that are deemed as crucial for the health and long term sustainability of the course, the CGM will communicate with the CEO and Golf Committee for the purpose of carrying out specific itemized tasks that may be required outside of the normal windows.

The golf calendar will be tailored to avoid the placement of key competitions within or shortly after these nominated weeks so that the selection of renovations operations applied is not restricted. Therefore Members are not dissatisfied with surface playing conditions for key events and staffing resources are not taken away from renovation works for competition preparations. As a rule of thumb, no “two or three star” events should be placed within ten days after the end of a course maintenance week.

12.0 CLASSIFICATION OF COMPETITION STATUS & LABOUR RESOURCING

A star rating system will be used to classify club golf events and competitions as defined by the Golf Committee and the Operations Manager. The CGM will determine the level of resources and length of time used in preparation for the events based upon this scale. The scale is identified as follows:

- 1 Star Events
Routine daily play requiring no special provision other than what is provided for the daily Members play.
- 2 Star Events
Men's, Women's and Junior competitions, and qualifying events. A higher level of presentation will be provided and geared towards the individual event and the weather conditions at the time of the year.
- 3 Star Events
Events such as Club Championships, Spring/Autumn Meetings, Invitation Days and County competitions. The designated events that will require 3 Star status will be posted at the beginning of the year and highlighted to allow significant time to prepare the greens conditioning as well as course set up.
- 3 Star Plus Events
Gold Cup and Pro-Am events are categorised in their own division due to the input for course conditioning. They are designated events that will require significant planning time to cater for the weight of the event in the maintenance programme. The course will be closed the day prior to the event or half the day dependent on the requirements for the preparation.

13.0 WINTER MAINTENANCE PROGRAMME

The Golf Committee and CGM will agree a winter programme which will include new projects as well as maintenance projects. Once agreed, these items will be placed in order of priority and weather permitting completed in order. Any other projects arising after the initial programme has been set will only be addressed if time is available.

The objective throughout the winter will be to maintain play on a full course with the minimum of restriction. This means that main greens will be kept in play wherever possible and grass tees will be used to the maximum that conditions allow.

- Inclement Weather, Disaster Management and Course Closure policy - (refer to Appendix B)
- Traffic Management – stakes and ropes will be used to divert traffic as necessary. Markers will be positioned ahead of all greens, marking a boundary beyond which trolleys will be prohibited.
- Teeing Grounds – artificial teeing surfaces may be used during the winter months to protect tees from excessive wear.
- Course Presentation – a high level of course presentation will be maintained during the winter period to the extent that the weather conditions shall allow for without the maintenance tasks damaging the course in the process.

14.0 GOLF COMMITTEE

The Golf Committee shall consist of six Members elected from the membership and the Men's and Ladies Captains, the Chief Executive, the CGM, Golf and the Operations Manager, Liaison Director and the Head Professional. The CGM will report to the Committee all the work that has been carried out since the last meeting and also list the items that he is intending to complete before the next meeting. The Golf Committee may submit additional work suggestions and the CGM will decide upon their feasibility and report back accordingly.

15.0 PRACTICE FACILITIES & OTHER AREAS

Practice facilities include a putting green, chipping green, short game area (by the 18th hole) and a practice bunker, five practice nets, and short game practice ground (135 yard).

- **Putting Green** – managed in accordance with all other greens and if possible, having the same speed.
- **Practice Bunker** – maintained to provide a suitable sand hazard practice facility to replicate conditions on the course
- **Practice Nets** - maintained to a high standard, ensuring that all nets are intact and free from splits and tears and as such provide a safe environment. Practice must always be from the mats provided.
- **Practice Ground** - maintained by mowing at rough and semi-rough height.

16.0 GOLF COURSE ALTERATION AND RESTRUCTURING

No alterations shall be made to the design of the course without very careful consideration and without undergoing the following process:

The retained golf course architect (Ken Moodie of Creative Golf Design) or other architect of high repute within the sport industry shall comment on the design alteration and give options on the desired alteration element. A report and design shall be supplied to the Golf Committee for consideration.

The Golf Committee, Chief Executive, Course and Grounds Manager shall agree detailed proposals. Any alteration would include the removal or creation of bunkers, planting of trees, significant changes to the construction, position or shape of greens or tees.

The Finance Committee and Board of Directors will need to endorse and support the proposals if beyond the allocated budget for the Golf Committee.

17.0 GOLF COURSE AGRONOMY, DESIGN ADVICE & ASSOCIATED CONSULTANTS

Sylvain Duval will be retained as the Club's nominated Agronomist with the STRI retained to conduct annual greens performance testing as required through the year. Ken Moodie (of Creative Golf Design) will be utilised for design advisory and any course changes. For irrigation recommendations the Club shall consult Victor Jamieson of the Irritech Company. For irrigation changes (in the field) the services of MJ Abbotts Ltd will be used to modify the course irrigation and to hibernate the system in the winter period.

18.0 HEALTH AND SAFETY

The Health and Safety Policy of Roehampton Club has been prepared to comply with the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1992 and its Amendments of 1999 and all other applicable UK and European legislation. All golf course operations will be carried out with full compliance to the Club's Health and Safety requirements and using the advice provided by GMD Associates Ltd.

In the event that an individual is taken ill on the course and requires medical assistance, the appropriate emergency action response will be initiated and involve initially one of the trained Clubs in-house first aid staff will attend and if deemed necessary the emergency medical services will be required; depending on the severity of the incident. The action plan for this scenario will be documented in the emergency action plan. An incident report form shall be completed as part of the post incident process and returned to the General Manager

19.0 COMMUNICATION

Every effort will be made to maintain dialogue with Members on issues relating to course management which have a direct bearing to Course conditions.

The notice boards in the Clubhouse and together with the Club website, IntelligentGolf, and weekly email updates - and if necessary informal meeting with Members - are ways in which the Golf Committee and CGM should use to communicate.

Information on the notice boards will include:

1. Identity of Members on the Golf Committee
2. Minutes of Golf Committee meetings
3. Course and Grounds Manager's monthly Report
4. Any temporary local rules and the start and finish of winter rules

APPENDIX B**Inclement Weather, Disaster Management and Course Closure policy**

It is a firm objective that whenever possible the golf course will be kept open and available to all Members, including those who need assistance such as trolleys or golf buggy transportation.

Our climate does not always allow this objective to be achievable, as we experience extremes of weather which effect the course playability and raises safety issues also, therefore a compromise will be required at times such as winter to reflect safety and damage limitation needs.

The decisions of access to the golf course is determined by the condition as they present themselves. Normally the 'call' will be made by the Course Manager or his representatives in consultation with the Club Duty Manager and the Sports Shop staff.

In an attempt to make the course available throughout the year as often as possible, the following classifications have been designed to make it simple for Members to understand: -

1. Open – No restrictions
2. Open – Trolleys allowed. No Buggies with no exemptions
3. Open – No Buggies – except for disabled/medical exemptions
4. Open – Carry Only (No Trolleys or Buggies including disabled)
5. Open – Carry only. Trolley Only with medical exemption – no ride on buggies
5. Course Closed.
6. Delayed start – Due to weather / ground conditions

Trolleys**Definitions**

A 'Buggy'

Any vehicle combination, be it two or more wheels, which is powered by battery pack or an engine type that carries one or more passengers for the purpose of transporting the golfer along with the golf bag.

A 'Trolley'

Any wheeled device used to transport clubs that can be pulled manually or uses a battery pack to power the wheel arrangement that does not carry the golfer on board.

When assessing the status of the course, the overriding issue that must be foremost is the safety of the membership and their guests and visitors playing in the conditions that are presented. The Members well-being and the prevention of accidents has precedence in these cases. The course management team will also *risk assess* the playability of the course, for example in the case of extreme flooding and then the ramifications of play on the course which may impact and manifest as long-term damage to the playing surfaces.

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The Course Manager and his staff will assess the course at the beginning of each day and following a weather event (rain / thunderstorm etc.) to risk assess the course, taking in consideration issues such as greens surface playability, bank and slope condition and fairways. Restriction could then apply based on 'playability' of the course (e.g., flooding) or 'unreasonable damage' to the course. The information on the course conditions will be relayed to the operational staff: Operations Manager, Sports Shop, Course Marshal, Club Reception and Security staff. This information is then disseminated to the membership by email means, as an update, before play commences. Specific recommendations may also follow which are a guide to the particular conditions on that day. For example, 'buggies are restricted to rough only' or 'please observe roped off areas' these will also be included in the email mail shot or verbally expressed by the Course Marshal.

The golf course at Roehampton Club was renovated and extended in the 1950's employing traditional construction methods of that time. It is what is known as a 'push up' build meaning the generic soils were used as the material to build the course. As such, there are limitations which hinge on the native soils dynamics, such as its composition which effects its drainage potential. To ensure that the Club provides a high standard of golf experience throughout the year, which takes into account the characteristics of the course, including the knowledge that there are limitations, certain damage limitation strategies may have to be deployed so the surfaces remain intact for the all Members to appreciate throughout the year. They may include: -

- Roping off low points, slopes or high traffic areas.
- Fencing off damaged areas before they will require remedial action.
- Restricting holes in play.
- Temporary greens for some or all the Greens.
- Use of mats on tees – or moving tee markers forward.
- Closure or shortening of specific holes.
- Asking Golfers to walk / drive in the Rough.
- Placing Pins at back or front of greens.

In the event that the start of play is delayed, due to the weather conditions (fog or flooding for example). Then the call will be made as soon as the conditions manifest themselves. The Course Manager and the Greenkeeping team will communicate the status of the course to the relevant operational staff who will alert the membership when the delay can be lifted and play resume. The Marshall and Sports Shop will give the membership sufficient notice when the course will open to allow Members time to prepare themselves for play.

The course closure decision shall be based on the parameters that have already been stated: Members safety, playability and damage limitation. Dependent on the weather conditions that present the issue of concern the Course Manager (or the delegated Greenkeeping Supervisor) will confer with the Duty Manager and the Sport Shop staff. If there is a possibility that the weather conditions shall improve during the course of the day, then a review process will be put into place to evaluate the conditions and open the course if the opportunity presents itself.

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If in the case that the course is closed due to excessive rainfall the following parameters will be taken into consideration: -

The cumulative rainfall over a given period

Anticipated rainfall that is forecast in the coming hours

Actual impact of the rainfall on the playing areas of the course.

The GCM or duty member of the greenkeeping team will bare the above points in whilst assessing the course and make observations regarding: -

Is the entirety of the course safe for Members to enter without the risk of danger to themselves?

Are the greens flooded currently past the point of saturation where water (via squeegee) removal can remedy the issue?

Are the approaches flooded to an extent whereby relief under the Rules of Golf could not sensibly be taken?

Are fairways flooded to an extent whereby play cannot sensibly be possible?

In the event that rainfall follows a deep frost event, where water is not draining from surfaces, due to a frost layer below, would these conditions present a dangerous hazard to the golfers and the course. To the extend that long term damage is likely?

Snow, Frost & Fire Issues

Snow

It is evident whether the course is playable or not dependent on the amount of snowfall. Sometimes a light dusting will not necessitate closure.

Frost

Course closure becomes necessary, not when the frost is evident but when ground frosts have prevailed and the frost is coming out of the ground creating a situation within the turf where root damage would occur.

Fog/Fire

Health and Safety responsibilities require us to consider the Health and Safety of Members, guests and visitors as a priority. In the event of fog or fire, the CGM and/or golf Professional will decide whether conditions warrant the closure of the course and all players must obey their instructions.

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Summary

- It is a combination of considering all of the above points that contributes to a decision to keep the course open or to close it.
- There is a **judgement call** to be made and the responsibility for that sits with the Course Manager and the green staff.

Disaster Management

The provision for planning for disaster management is reviewed by the CMG and the relevant sections of the Club on a regular basis. Which will include: -

Wildfire Management

In extremes of high temperatures, it may be required to enforce a no smoking ban on the course and be vigilant for wildfires that may affect the rough on the course. In these cases, it may be necessary to gain the assistance of the London Fire Service to assist in the containment of the outbreak.

Intruders on the Course

In the circumstance that a Member is aware of a possible intruder on the estate, they must The Clubs security team will then deal with the issue accordingly.

APPENDIX C**THUNDER STORM RESPONSE**

Thunderstorm activity is a natural weather process and one which must be managed seriously due to the consequences of a lightning strike. The response to the forecast of an incoming thunderstorm shall fall to the responsibility of the CGM, the Duty Manager and the Sports Shop, with the Security personnel and Club Reception staff updated as the circumstance change. In the event that the storm is imminent at the weekend or out of hours. The Duty Manager will manage the situation with the Sports Shop and Marshall. In the event that the DM's day is completed, and the Sports Shop staff have also finished, the responsibility intern is that of the Security staff.

Weather reports and local conditions will be monitored during storm warnings. If it is deemed that the storm is approaching the estate and will pass over head, the designated staff Member will communicate with the Sports Shop and the Marshall or staff Members shall sound a klaxon to alert all golfers to evacuate the course and seek shelter in the clubhouse.

If there is a risk of lightning, play should be discontinued and golfers should proceed immediately to the clubhouse. Shelter should not be sought trees or in the vicinity of woodland areas. During competitions, if there is a lightning risk, play will be suspended, and players must leave the course. Where play is automatically suspended on the sound of the klaxon, a player may not override the policy decision to evacuate the course. The tee shelter and 7th hut do not provide adequate lighting protection from a strike and should be avoided as a storm solution. Although the Club will take every precaution to ensure the safety of players during a thunder storm, it is a player's own responsibility to discontinue play when in his/her opinion lightning is a threat. It is not always possible to monitor conditions on the entire course and players have a duty of care to themselves. They should therefore familiarise themselves with both the Club policy and the Rules of Golf.

Discontinuing Play - Rule 6-8 as stated in the R&A Rules of Golf will apply to all competitions and matches where there is a risk of lightning. The rules of golf are straightforward when lightning is a risk. Rule 6-8 makes it quite clear that a player is entitled to discontinue play if he or she believes there is danger from lightning. Although bad weather in itself is not a good reason for discontinuing play, bad weather accompanied by lightning, or the very real risk of lightning, most certainly is. Common sense dictates that play in these circumstances must be discontinued in the interests of safety. Even if the klaxon is not sounded and the player honestly believes that there is a real risk of danger from lightning, then he or she is entitled to proceed under the provisions of Rule 6-8 and discontinue play.

Resumption of Play – Where play has been suspended due to lightning, play must be resumed where it was discontinued, even if resumption occurs on a subsequent day. (see Rule 6-8 R&A Rules of Golf.) When the danger has passed, 3 short blasts of the klaxon will indicate that it is safe to return to the course. It is not the responsibility of staff to retrieve clubs, equipment or trolleys from the course during a lightning storm where play has been suspended, as their safety may be endangered

A recap of the policy:

Golf Course Management Policy 2022 to 2026

Upon hearing the sounding of the klaxon to signify poor weather conditions, all golfers must vacate the course immediately, quickly, but safely back to the clubhouse.

Players continuing to play at such times, in such an instance, do so at their own risk.

As a guide, it is strongly suggested: -

Do NOT use any shelters on the course in a thunderstorm.

Do NOT stand under any overhead telephone or power lines.

Do NOT shelter under trees or on any high ground.

Do NOT walk under trees when making your way off the course.

Do NOT use your mobile telephone.

Do NOT put up your umbrella under any circumstances.

APPENDIX D

EXTREME WEATHER RESPONSE

With the effect of climate change, the threat to Members and staff from the weather elements doesn't not only come in the form of lightning storms. There is also a risk from severe wind, rain and hailstorms in the future. The information below is extracts of advice from the Metrological Office regarding weather warning advice and classification: -

“Amber Warning: there is an increased likelihood of impacts from severe weather, which potentially disrupt your plans. This means there is a possibility of travel delays, road and rail closures, power cuts and potential risk to life and property. You may want to consider the impact of the weather on your family and your community and weather there is anything you need to do ahead of the severe weather to minimise the impact.

Red Warning: Dangerous weather is expected and, if you haven't already done so, you should take action now to keep yourself and other safe from the impact of the severe weather. It is very likely that there will be a risk to life, with substantial disruption to travel, energy supplies and possibly widespread damage to property and infrastructure.

You should avoid travelling, where possible and follow the advice of the emergency services and local authorities.”

The issuing of yellow and red warnings is a rare event but has increased over the last several decades as the climate has change and begun to make an impact. Members will be advised that the golf course will be closed if weather warnings from the Met' Office indicate an enhanced risk is immanent to the local area and if this poses a threat to the membership and the staff. The Course Manager, or his reports will make the appropriate decision which will be electronically sent to Members at the earliest convenience.

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APPENDIX E**COMMUNICATION****Course closure / Restrictions**

Where the conditions are evident at the beginning of the day a message will be left on Intelligent Golf and the recorded message advising Members accordingly and also be shown on the Club website as soon as possible after the decision has been made and notified to Club Reception and the Sports Shop. This will be done by 07:30.

It will also be the case that reviews will be carried out wherever it is seen that there may be a possibility of opening the course later in the day. In this instance the message referred to above will indicate this.

Closure of the Golf Course

1. When greenstaff are on duty:

Weekdays until 2.50pm (summer)

Weekends until 9am (summer) and 9.30am (winter)

The senior member of the greenstaff present is responsible for deciding whether conditions warrant closure of the golf course. That person will communicate any decision to close to the Duty manager and the team of the Sports Shop. In addition that person will communicate any decision to all the greenstaff on duty, who will make every effort to relay the decision to all those players still on the course, before leaving the course themselves.

2. When greenstaff are not on duty weekdays 2.50pm onwards, weekends 9:30 am (summer) and 9.30am (winter)

The greens staff will assist with decisions on weather events (rain, frost heavy showers etc.) on weekends when the event occurs before midday. The senior member of the greenstaff will remain on site with the team so that if the course can be opened that clearing works eg removal of water from green surfaces can be undertaken. If issues occur later in the day, the Sports Shop team in conjunction with the Duty Manager, are responsible for deciding whether conditions warrant opening, closure, or the use of the main or temporary greens of the golf course. In a case of closure, the Marshal will arrange for two short blasts to be sounded on the klaxon.