



GEO Certified®

GEO Certified® Report Cumberwell Park Golf Club

Prepared by independent verifier Dino Minoli

Certified by GEO Foundation: 2025
Recertification due: 2030

“Cumberwell Park Golf Club demonstrates a progressive approach to sustainability across nature, resources, and community. Ecological management is supported by strong data and specialist input, while operations reflect efficiency, resilience, and continual improvement. Key strengths include habitat creation and connectivity, responsible water management, effective waste handling, and strong community engagement. The Club shows clear evidence of adaptive management and alignment with best practice. Overall, the facility represents a high standard of sustainable golf course management and is reaffirmed as a GEO Certified® facility.”

Dino Minoli

(GEO accredited independent verifier)



Introduction

GEO Foundation is pleased to confirm that Cumberwell Park Golf Club has successfully achieved GEO Certified® status for its outstanding work to foster nature, conserve resources and support the community.

GEO Certified® is the most respected certification for golf, based on a credibly and transparently developed modern sustainability Standard of best practice.

Cumberwell Park Golf Club has:

1. Met the required certification criteria for sustainable golf operations
2. Successfully completed the official third-party verification process
3. Successfully passed the final evaluation by GEO Certification Ltd. (autonomous subsidiary of GEO Foundation)

GEO agreed with the conclusions of the official verification report, that, having achieved all mandatory criteria; and with specific Continual Improvement Points (CIP) set for the future and Critical CIP's (CCIPs) to be reviewed at recertification, Cumberwell Park Golf Club should be awarded GEO Certified® status.

For the certification period stated above, Cumberwell Park Golf Club can therefore claim a position as a leader in advancing sustainability in golf – making important contributions in protecting nature, conserving resources and strengthening communities.

The GEO Certified® Report that follows comments on the actions undertaken against the criteria, as observed by the independent verifier during the assurance process.

Certification is nearly always the result of a dedicated team effort resulting in many practical and valuable social and environmental results around the golf course, maintenance facility and clubhouse. These dedication and leadership qualities are an important part of ensuring the resilience of the golf facility and the golf industry into the future and also as part of society's wider effort to pull together for people and planet.

We congratulate all involved.

Jonathan Smith
Founder and Executive Director, GEO Foundation
GEO Certification Ltd. Board Member

Kelli Jerome
Executive Director, GEO Foundation

Carole Kerrey
Director, Data and Reporting, GEO
Certification Ltd.



Verification and Certification

Verification

The official third-party audit was carried out by an independent verifier, accredited by GEO to undertake verifications of golf facilities applying for certification.

Verification involves reviewing practices and data, using the International Voluntary Standard for Sustainable Golf Operations as the guide to ensure comprehensive and consistent evaluation of performance. A detailed verification report is submitted for evaluation by GEO Certification Ltd, a subsidiary of GEO Foundation.

Certification

GEO Certification Ltd, an autonomous subsidiary of GEO Foundation [both not-for-profit entities], undertook a full review of all content submitted through the OnCourse® online platform and the report submitted by the verifier, ensuring:

- Comprehensiveness – that activities undertaken touched on all elements of the Standard
- Consistency – that the verification approach was balanced, well weighted and with consistent depth of evaluation across each theme
- Accuracy - matching the verification report with evidence submitted by the golf facility to ensure statements and claims were accurate

GEO Foundation is an international not-for-profit founded to advocate, support and reward sustainability in and through golf. Over more than ten years, the group has worked collaboratively with dozens of golf industry associations and government and non-government organisations around the world, to help golf become a sustainability leader, striving for a net positive social and environmental impact. In addition to managing and assuring GEO Certified®, GEO Foundation also provides a suite of credible, practical programmes for golf facility management, new golf developments and golf tournaments called OnCourse®, often delivered in partnership with national golf bodies. Find out more at www.sustainable.golf

Credibility

GEO Certified® is part of the ISEAL Alliance, a group of the world's foremost credible certification systems including Fairtrade, Rainforest Alliance, Forest Stewardship Council, Marine Stewardship Council and many others. GEO Foundation earned and retains full membership of the ISEAL Alliance global association following a rigorous evaluation against the ISEAL Codes of Credibility in Sustainability Standards and Certification. The ISEAL Codes cover standard-setting, assurance, and monitoring and evaluation. Find out more at www.isealliance.org



Verifier's Report

The Sustainability Agenda for golf covers the following themes and action areas:

THEMES	ACTION AREAS
Nature	• Habitats & Biodiversity • Turfgrass management • Pollution prevention
Resources	• Water • Energy • Materials
Community	• Partnerships & Outreach • Golfing & Employment • Advocacy & Communications

Included below are the observations made by the Independent Verifier against each item in the Standard.

NATURE			
N1 Habitats and Biodiversity			
Objectives	Requirements	Mandatory Practices	Verifier Notes
N1.1 Understand the site and surroundings	N1.1.1 Sound understanding of the nature and landscape value of the site	Map all habitats and vegetation types on the site; Regularly update landscape / biodiversity surveys	Cumberwell Park Golf Club demonstrates a well-developed understanding of its landscape and ecological value. A comprehensive Sustainability Management Plan (December 2025), prepared by Johns

		Associates, sets objectives aligned with the UN Sustainable Development Goals, covering biodiversity, climate resilience, and operations. Habitat mapping and ecological surveys are actively maintained and expanded, informing targeted management. Specialist input supports this approach, including raptor monitoring, bird ringing (British Trust for Ornithology), and butterfly, moth, and amphibian surveys. Species records remain consistently high, with approximately 170–190 species identified between 2022 and 2024, reflecting both site value and effective management. CIP: Please further develop monitoring to support adaptive management and demonstrate measurable ecological outcomes.
	N1.1.2 Knowledge of legal designations for protected areas, habitats and species	Understand legal responsibilities for protected landscapes and species; Record and monitor protected, endangered, or rare species found on the site No designated sites or Priority Habitats lie within the site. However, Inwood, Warleigh SSSI (~0.25 km west) comprises species-rich woodland and grassland, and the site lies within impact zones for several SSSIs and the Bath and Bradford-on-Avon Bats SAC, requiring appropriate survey and management. Two Local Wildlife Sites—Cumberwell Wood (1.78 ha) and Hays Wood (4.31 ha)—are ancient semi-natural woodland supporting Priority Habitats. The site contains approximately 9,657 trees, equating to 49 ha of canopy cover, with 13 ancient woodlands within 2 km, indicating a landscape of high ecological connectivity and value. Comprehensive conservation records are maintained, including <i>Birds of Cumberwell</i>, a tree planting log, and ongoing monitoring of raptors, bats, butterflies, and moths. Surveys undertaken since 2019, in partnership with Butterfly Conservation (Wiltshire Branch), demonstrate positive ecological outcomes. Breeding populations of kestrel, barn owl, and little owl are monitored through the British Trust for Ornithology ringing programme. In 2023, 17 butterfly species (including Brown Argus) and 113 moth species (11 new) were recorded. In 2024, Green-veined White increased butterfly totals to 18, with a further 44 moth species bringing the total to 157. CIP: Please further develop monitoring and maintain awareness of relevant environmental policy and legislation to support adaptive management.

	N1.1.3 Understanding and respect for cultural heritage	Protect any archaeological, historical or cultural designations on the site	The landscape includes historic towns, villages, and farmsteads linked by rural roads, with traditional limestone buildings, parklands, and estate features. The Club supports the Bradford on Avon Preservation Trust in wall renovation. CIP: Please consider installing signage to highlight cultural points of interest across the course, adding value for members and visitors.
N1.2 Opportunities to naturalise the course	N1.2.1 Measures taken to identify and minimise the required area of managed turfgrass	Observe, track and / or monitor golfer play	Vegetation wear and encroachment are monitored during routine maintenance, guiding management to minimise impact. Opportunities for further naturalisation are identified by reducing managed areas through relaxed mowing. CIP: Please continue habitat monitoring, maintain and where appropriate, expand woodland, wetland, and hedgerow enhancements, and explore additional biodiversity initiatives such as wildlife corridors, bird boxes, and pollinator zones.
N1.3 Actively manage habitats for wildlife	N1.3.1 Projects to manage habitats in the best way for wildlife and golf	Regularly review and follow a habitat management plan; Prioritise native species when planting and landscaping	Habitat management is well aligned with ecological and playability objectives. Wildflower meadows follow annual cut-and-collect regimes, promoting diversity while maintaining playability. Woodland is largely unmanaged beyond safety and play corridors, retaining understorey and deadwood habitat. Water features are managed to balance irrigation, flood attenuation, and biodiversity, supported by water quality monitoring and eDNA analysis. The White Course development has expanded habitat provision, with approximately 12.3 ha created. Native hedgerow planting (>1 km across 2023–2024) strengthens connectivity and wildlife corridors. Management is guided by a Sustainable Golf Course Management Plan aligned with the local landscape. CIP: Please build on this approach through additional biodiversity initiatives, such as pollinator projects or apiary reintroduction.
N1.4 Conserve key species	N1.4.1 Practical conservation measures for priority species		The course has numerous bird boxes for species such as tits, barn owls, little owls, and kestrels. Raptor boxes are regularly inspected, with maintenance undertaken as required. Arisings from winter tree work (e.g. log piles, brush) are retained on site to provide habitat and naturally biodegrade.

			Dormouse nesting boxes are present but remain undisturbed and unchecked by staff due to permit restrictions; Johns Associates will inspect and clean them in winter 2026 under licensed conditions. The White Course uses locally quarried limestone, offering diverse microhabitats for birds, small mammals, amphibians, reptiles, and invertebrates. CIP: Please maintain and enhance bird and dormouse box monitoring and care, preserve natural habitat features like log piles and limestone microhabitats, and explore new biodiversity projects while ensuring all activities comply with licensing and best practices.
N2 Turfgrass			
N2.1 Maintain optimum turf and soil health	N2.1.1 Appropriate turfgrass varieties adapted to climatic and other geomorphological factors	Select appropriate grass species for climate	As a parkland course, meadow grass ingress is managed through overseeding with browntop bent to improve density and disease resistance. New constructions use ultrafine ryegrass for durability, while White Course greens (USGA specification) are established with browntop and creeping bent suited to dry conditions and summer performance. Roughs utilise fescue-bent habitat mixes. An onsite turf nursery supplies material for repairs and renovation, ensuring species consistency, reducing external inputs, and improving efficiency. Inputs are minimal, with limited targeted weed control. CIP: Please further refine overseeding programmes and incorporate improved cultivars to enhance resilience and playability.
	N2.1.2 Practices to maintain good soil structure and condition		Soil chemistry is tested every two years, with pH stable at 6. Fungicides are restricted to greens, supplemented by dew dispersants for disease control. Green waste compost, sourced locally, is applied during Orange Course green construction and as a garden soil amendment, while molasses and seaweed are used in liquid feeds on greens throughout the growing season. CIP: Please explore additional organic amendments and bio-stimulants to further reduce chemical inputs and enhance soil health.
	N2.1.3 Careful and responsible fertiliser application throughout	Undertake soil tests and nutrient analysis	Fertiliser inputs on mature greens are minimised using MLSN guidelines, ensuring nutrient requirements are met without excess application within the rootzone. Nutrient inputs have been reduced on established greens,

	the year to avoid over-fertilisation		while newly constructed White Course greens receive higher applications to support establishment. Greens are supplemented with organic products (e.g. Headland C-Complex), alongside targeted applications, contributing to reduced fungicide reliance. Applications are informed by weather station data, soil and turf performance indicators (including colour and clipping yield), and seasonal demand. Granular fertilisers are applied from October to April, with 'little and often' liquid applications during the growing season (~100 kg N/ha on greens). Cultural practices, including slitting and spiking, support thatch breakdown and nutrient cycling. CIP: Please further refine nutrient programmes through ongoing review of MLSN thresholds, data-led decision-making, and trialling of low-input fertilisers and biostimulants to improve efficiency and reduce inputs.
N2.2 Prioritise mechanical maintenance	N2.2.1 Non-chemical pest, disease and weed management	Sharpen mowing blades; Remove surface moisture; Hand weeding	A full-time mechanic maintains equipment, with mowers checked before use and blades regularly sharpened to ensure optimal performance. Mowing heights are adjusted according to conditions, with occasional rolling used to manage green speed and reduce stress. Greens are maintained through a programme of scarification, hollow coring, slitting, solid-tining, and top-dressing to control thatch and maintain soil structure. Hole and tee positions are regularly rotated to distribute wear, while fairways are managed with minimal inputs, receiving only light feeding and selective weed control where required. Deep aeration is undertaken annually by a specialist contractor. CIP: Please maintain and refine maintenance practices, including aeration, mowing, and top-dressing, to further reduce wear, improve turf health, and minimise inputs while maintaining play quality.
N2.3 Use chemicals responsibly	N2.3.1 Application of chemicals only when necessary to prevent or cure defined / identified turf health issues	Establish patterns and levels of risk for pests and diseases; Scout the course daily for early signs of pests and disease; Accurate pest and disease identification; Map and track pest and disease hotspots; Establish pest and disease thresholds	Pest and disease management is overseen by experienced staff, using knowledge of site-specific issues such as fusarium on shaded greens or dry patch on exposed greens. Spraying is restricted to greens, with fairways receiving minimal fertiliser and selective weed control. CIP: Please continue monitoring site-specific disease and pest pressures, while exploring cultural and mechanical alternatives to chemical use.

	N2.3.2 Application of chemicals with full safety precautions	Use only legally registered and approved products; Ensure staff are fully qualified and licenced to use pesticides; Regularly calibrate and test applicators; Use appropriate protective equipment; Dilute and dispose of leftover product on untreated areas of turf .	Pesticides are applied only when necessary, following agronomist guidance and product labels. Certified operators use well-maintained equipment with drift-reduction measures and plan applications around weather, play, and sensitive areas, with minor issues addressed through non-chemical methods. Evidence of compliance in chemical records, licences, practices, PPE, and disposal. CIP: Please continue the review of spray schedules and equipment to further reduce environmental impact.
N3 Pollution Prevention			
N3.1 Prevent pollution across the entire site	N3.1.1 Practical measures to ensure pollution risks are minimised from golf course operations	Document procedures for emergency spill responses; Maintain mowing buffer zones around water and all ecologically sensitive areas; Maintain spraying and spreading buffer zones around water and all ecologically sensitive areas; Create a map / aerial visual reproduction, drawing etc of the course showing buffer zones and no-spray, no-spread areas.	Appropriate pollution prevention measures are in place and consistently applied. Chemical use is limited and controlled by trained staff, with applications planned around weather, play, and ecological sensitivity. Buffer zones are maintained around water bodies, with a minimum six-metre no-spray margin observed. A water environment assessment identified generally good water quality, with some nutrient enrichment. Management focuses on targeted nutrient control and ongoing monitoring. CCIP: Please strengthen mapping and communication of buffer zones to support operational awareness.
	N3.1.2 Practical measures to ensure pollution risks are minimised from clubhouse operations	Ensure all hazardous materials are safely and securely stored; Ensure compliance with all required standards and systems for hazardous waste and wastewater discharge	Hazardous materials are stored in accordance with regulatory requirements and best practice. The wastewater system is subject to annual testing by Klargestor, ensuring compliance and environmental protection. CIP: Please maintain regular review of testing protocols to align with best practice and regulatory requirements.
	N3.1.3 Practical measures to ensure pollution risks are minimised from maintenance facility operations	Ensure wash areas are on impermeable, leak-free surfaces; Mixing and loading of pesticides and fertilisers over an impermeable surface; Triple rinse pesticide containers and applicators	Wash areas are located on impermeable, leak-free surfaces, with pesticide and fertiliser mixing and loading undertaken in the same controlled area. Containers and applicators are triple-rinsed, and a fully bunded diesel tank is in place. CIP: Please further strengthen best practice through improved signage and refresher training for staff on chemical handling and spill prevention.

N3.2 Safely manage hazardous substances	N3.2.1 Legal compliance in the storage, handling, application and safe disposal of all hazardous substances	Maintain a register of hazardous materials available to authorised staff; Safe storage in secure and ventilated concrete or metal building; Sufficient storage capacity; Impermeable flooring; Spill containment kits present; Emergency wash area; Fire extinguisher in the immediate area; Secondary containment for fuel, either externally constructed, or integrally manufactured; Regular inspection of storage tanks	Hazardous substances are safely managed, with registered uplifts for waste streams including pesticide containers, fertiliser bags, lubricants, and cooking oils. Chemical mixing and loading by greens staff takes place on impermeable surfaces draining to a sump. Spill containment kits, an emergency wash area, and fire extinguishers are in place. Fuel storage is fitted with secondary containment and subject to regular inspection. CIP: Please maintain staff training and consider enhanced signage to reinforce safe handling, storage, and disposal procedures. Continue routine inspections and spill response training for relevant staff.
N3.3 Responsibly manage waste / storm water	N3.3.1 Appropriate wastewater usage and discharge licences	Wastewater discharge licence; Appropriate treatment of machinery wash water (impermeable surface, oil / grease / clipping separation)	The wash bay operates in accordance with best practice (N3.1.2), with all washings collected via an oil separator into an underground tank. The tank is regularly cleaned, with waste transferred to the designated onsite treatment system. Clubhouse wastewater is treated onsite through a sewage treatment plant and reedbed system, operating under an Environment Agency discharge licence and subject to annual testing by Klargestar. CIP: Please maintain annual testing and consider additional monitoring during peak usage periods to ensure continued compliance and environmental protection.

RESOURCES			
R1 Water			
Objectives	Requirements	Mandatory Practices	Verifier Notes
R1.1 Minimise water demand	R1.1.1 Measures to reduce the need to consume water	Target irrigation to essential playing surfaces only	Irrigation is targeted to greens, tees, and approaches, with fairways and roughs managed under natural seasonal conditions. Drought-tolerant bent and fescue species support reduced irrigation demand. Water is sourced onsite via borehole abstraction, winter storage, and runoff capture, significantly reducing reliance on mains supply. This is

			reflected in reduced consumption across the clubhouse and maintenance facility (2022–2024). Irrigation scheduling is informed by soil moisture data, weather monitoring, and system performance upgrades. CIP: Please further refine irrigation scheduling and expand rainwater harvesting where practical.
R1.2 Maximise water efficiency	R1.2.1 Practical measures to use water more efficiently on the golf course	Conduct regular irrigation performance checks; Provide staff training on efficient irrigation practices; Ensure effective application of water to target areas; Ensure irrigation schedules are informed by weather patterns and soil moisture analysis	Irrigation is managed by trained staff using calibrated sprinklers, night-time application, and targeted hand watering. System upgrades, including Rain Bird controls, back-to-back sprinklers, and a new pipeline, have improved distribution efficiency. Soil moisture is monitored using fixed meters and a Theta probe, supported by weather station data for rainfall and evapotranspiration. Routine maintenance, including pump servicing, nozzle replacement, and annual lake filter cleaning, ensures system reliability. CIP: Please further improve water efficiency through continued use of real-time monitoring and adjustment of irrigation to reflect site-specific and green-specific conditions.
	R1.2.2 Practical measures to use water more efficiently in buildings	Audit water use regularly; Review bills frequently and look for irregularities; Encourage water-saving practices amongst staff and visitors; Categorise and track water consumption	Water use is monitored and utility bills are reviewed to identify irregularities and potential savings. Machinery is cleaned using compressed air and pressure washing to minimise water consumption, and dual-flush toilets in the clubhouse support efficiency. CIP: Please further explore opportunities to reduce water demand through ongoing management.
R1.3 Source water responsibly	R1.3.1 Measures towards alternative, lower quality sources of water	Ensure appropriate water abstraction permit and reporting, as required	Water is sourced onsite via borehole abstraction and winter storage, in compliance with the Environment Agency licence. Rainwater from the maintenance facility roof is harvested for spray use, and surface runoff is directed to the irrigation storage lake. CIP: Please further develop rainwater harvesting where practical and cost-effective.
R2 Energy			
R2.1 Reduce energy demand	R2.1.1 Measures to reduce the amount of energy	Minimise areas of managed turf to reduce mowing, irrigation, and turf inputs	Energy efficiency is supported through LED lighting, insulation, and passive building design. Course management reduces demand through extensive low-input rough, meadow, and woodland areas.

	consumed in course maintenance		Energy use has remained stable despite course expansion. Transition to electric buggies has reduced petrol use and emissions. No on-site renewable energy is currently in place; however, this is under consideration (i.e. solar panels – driving range). CIP: Please progress renewable energy generation and further electrification of equipment within a longer-term carbon strategy.
R2.2 Maximise energy efficiency	R2.2.1 Measures to use energy and fuels more efficiently in buildings	Audit energy use regularly; Regularly review bills; Categorise and track energy consumption	Energy efficiency measures include LED lighting (Clubhouse and Maintenance Facility), motion and seasonal sensors, low U-value insulation, and passive solar design using skylights, large windows, sunlight pipes, and conservatories. CIP: Please continue practical actions—closing doors, using thermostatic controls, switching off unused lights, and maximising and making use of natural light—to reduce energy use further, and work toward 100% A-rated appliances.
R2.3 Source energy responsibly	R2.3.1 Measures to source alternative, renewable forms of energy	Determine potential sources of renewable energy in the area and on-site, through renewable energy providers	Energy and machinery efficiency measures include the phased replacement of petrol buggies with 40 electric vehicles, reducing noise, maintenance requirements, running costs, and direct emissions. The driving range now operates an automated mower, reducing labour requirements, emissions, and maintenance while maintaining cut quality and allowing balls to remain on the range. The Club's electricity supply (SSE) comprises a 64% renewable mix for 2024–2025, compared with the UK average of 42%. CIP: Please explore further opportunities to include increased use of battery-powered handheld equipment, exploration of additional REGO-certified electricity supply options, installation of solar PV on the driving range and EV charging infrastructure, and development of a carbon mitigation strategy in collaboration with local academic partners.
R3 Materials			
R3.1 Reduce materials demand	R3.1.1 Products and materials selection based on necessity, including opportunities for recycled, reused and locally sourced alternatives	Undertake a review of materials consumed	Materials are actively managed to reduce demand and maximise reuse. Soils, sands, and organic matter are repurposed for divot mix, compost, and habitat use. Zero waste to landfill has been achieved, with increasing volumes directed to recycling, composting, and anaerobic digestion. Increased waste reflects site expansion, not inefficiency.

			Procurement prioritises bulk purchasing, local suppliers, and lower-impact materials.
R3.2 Purchase responsibly	R3.2.1 Practical use of an ethical / environmental purchasing policy	Adopt a sustainable, or ethical / environmental purchasing policy to maximise the use of locally sourced goods and goods made from recycled, recyclable and certified materials	Sustainable purchasing practices are in place across the clubhouse and maintenance facility, prioritising lower-impact products, bulk purchasing to reduce packaging, and avoidance of non-recyclable materials. Organic, certified, and eco-friendly products are used where possible, including 'The Green Cup', which is plastic-free, recyclable, and compostable. Materials are reused and recycled on site, including crushed aggregates, compost-derived soils, and woodchip, with examples such as recycled sub-base materials and biodegradable wooden tee markers. Procurement efficiency is further supported through bulk purchasing of sand and fertiliser and the use of backloads to reduce transport impacts, including fuel use and emissions. CCIP: Please develop a formal sustainable procurement policy, including monitoring and review procedures across the maintenance facility, clubhouse, catering, and pro shop. CIP: Please continue increasing the use of low-impact, recycled, and certified materials.
R3.3 Reuse and recycle	R3.3.1 Waste stream separation for maximum recycling and re-use opportunity	Demonstrate waste separation, reuse and recycling; Track how much waste goes to landfill, or is reused / recycled	Materials are actively reused and recycled across the course, with soils, sands, cores, turf, and green waste composted or repurposed (e.g. divot mix, woodchip, habitat piles). The Clubhouse and Maintenance Facility operate waste separation systems with designated bins, clear signage, and contractor-supported processes, including recycling, anaerobic digestion of food waste, and offsite oil recycling. Hazardous and specialist wastes are managed through authorised collectors. CIP: Please continue improving waste segregation, staff training, and monitoring of waste volumes to optimise recycling performance and reduce overall waste.
R3.4 Demonstrate legal compliance	R3.4.1 Compliance with all local and regional waste management regulations	Use authorised waste and recycling contractor for general, hazardous, industrial and green waste	An authorised waste contractor, Grist Environmental Limited, is in place to manage waste streams in compliance with regulations.

COMMUNITY

C1 Outreach

Objectives	Requirements	Mandatory Practices	Verifier Notes
C1.1 Diversify access and provide multi-functionality	C1.1.1 Social and recreational activities at the facility		The site provides public access via footpaths and bridleways with signage, supporting walkers, runners, wildlife users, and community events. The clubhouse hosts community groups including the Rotary Club, Ladies Luncheon Club, sewing and exercise classes, Bonfire Night events, and storage for the local Lions' Santa float. Catering and function rooms are available for hire, and members benefit from on-site buggy storage. The Club promotes inclusive golf through charitable events, Longest Day challenges, disability group visits, and 4-ball voucher donations, engaging children, families, women, disabled users, and under-represented groups through lessons, accessible facilities, and community events. CIP: Please further expand community activities, improve safety signage where appropriate, and increase outreach to under-represented groups.
C1.2 Provide for volunteering and charity	C1.2.1 Opportunities available for volunteering and support of charities and good causes		The Club delivers measurable social value through approximately 5,500 volunteering hours annually, supporting 20 charities across 25 events and raising around £35,000 per year. Partnerships span health, community, and environmental sectors, extending impact beyond the site. Please expand participation opportunities and strengthen alignment with sustainability objectives.
C1.3 Establish active community partnerships	C1.3.1 Positive and constructive engagement with neighbours, the local community and other groups	Create a 'sustainability working group'	In 2025, the Club partnered with the Bath Rugby Foundation to provide young people with hands-on experience across the golf club, including golf coaching, greenkeeping activities, and conservation sessions such as butterfly surveying and habitat management, offering insight into potential career pathways.

			The Club also works with local schools and colleges for golf tuition, supports environmental groups such as Butterfly Conservation and the Bath Owl Project, participates in sustainability initiatives (including GEO OnCourse™), and shares resources such as machinery with partner organisations. In addition, a continued partnership with a local farmer enables rough grassland to be harvested for cattle feed, reducing waste, alongside ongoing engagement with groups such as the Corona Group through biodiversity-focused course tours that promote understanding of golf and environmental stewardship. CIP: Please further expand youth engagement programmes, strengthen partnerships with schools and environmental organisations, and develop structured work experience and internship opportunities to support career development and sustainability education. CIP: Please expand the Sustainability Working Group—currently comprising the General Manager, Course Manager, and Head of Conservation—to include representatives from all management teams and interested members, fostering broader engagement and shared responsibility.
C2 Golfers & Employees			
C2.1 Improve health and wellbeing	C2.1.1 Benefits to human physical and mental health from golf and facility activities		Annual participation is strong, with 65,000–70,000 rounds played, the majority being walking rounds (90–95%), supporting health and well-being. Round duration is maintained at approximately 4 hours. The Club hosts 14–15 tournaments annually, with participation increasing to around 1,000 players. CIP: Please develop initiatives to further promote health and well-being, such as walking challenges, fitness-focused events, and targeted programmes to encourage more players to walk the course or participate in regular physical activity.
C2.2 Be open and inclusive	C2.2.1 Inclusivity and diversity in membership and visitor policies	Demonstrate inclusive policies for members and visitors	Participation totals approximately 11,700 golfers (10,000 visitors and 1,700 members). Participation remains predominantly male (85%), indicating an opportunity to broaden engagement. The Club supports junior development, accessible golf, and inclusive participation through structured programmes, events, and facilities.

			CIP: Please increase engagement with under-represented groups and review accessibility to support continued inclusivity.
C2.3 Employ fairly and safely, and provide career opportunities	C2.3.1 Ethical and legal employment, working conditions and professional development	Follow all relevant national legislation and best practice for employment, health & safety etc	The Club employs 35 full-time, 40 seasonal, and 20 part-time staff, supporting local employment, flexible working, skills development, and operational efficiency. Staff training includes NVQ Sportsturf qualifications and certification in pesticide application, chainsaw use, excavator operation, manual handling, first aid, and fire marshal duties, ensuring professional standards and workplace safety. A comprehensive health and safety framework is in place, covering risk assessments, COSHH, Safe Systems of Work, young person protocols, accident reporting, fire risk, and tree management, supported by a dedicated Welfare Officer and SafeGolf certification. Safeguarding policies for children, young people, and adults are clearly communicated and implemented. Operational safety measures include course warning systems, mirrors, hazard signage, severe weather procedures, first-aid-trained staff, a defibrillator, and established emergency response protocols. CIP: Please further develop employee benefits through a cycle-to-work scheme where appropriate, expand training opportunities, and periodically review health, safety, and safeguarding procedures to strengthen wellbeing, professional development, and operational resilience.
C3 Communications			
C3.1 Engage golfers and members	C3.1.1 Communications activities that raise awareness and understanding amongst members and visitors	Provide information on the facility's sustainability commitments, actions, or achievements	Members are engaged through events, surveys, newsletters, and on-site information, including biodiversity activities and conservation updates. External communication includes social media, website content, and award participation. CIP: Please increase visibility through a dedicated sustainability section and expanded public reporting.
C3.2 Celebrate and promote sustainability	C3.2.1 Activities that raise awareness and engage people in the wider community	Provide evidence of external communications and community engagement	The Club communicates and promotes its sustainability achievements to the wider public through social media, newsletters, press releases, the website, and Club events. External recognition is pursued through awards including the Golf Environment Awards, Bath Life Environment Award, and GEO Certified OnCourse accreditation.

			CIP: Please try to develop a dedicated sustainability section on the Club's website to present GEO certification, annual sustainability reviews, and UN SDG-aligned initiatives. CIP: Please try to regularly enter relevant local, national, and international sustainability awards. CIP: Please further promote sustainability achievements to members and the wider community to strengthen awareness and engagement.
--	--	--	---

Golf and Sustainability

Among all sports, golf has a particularly close relationship with the environment and communities, golf facilities can bring many benefits to people and nature - from the protection of greenspace and conservation of biodiversity; healthy recreation for all ages; local supply chains; and jobs, tourism and other forms of economic value.

Adopting a more sustainable approach is also good for golf. It's about presenting a high-quality golf course and providing a memorable experience in natural surroundings. It's about being as efficient as possible. And it's about supporting the community in a range of ways that bring increased recognition, respect and contact.

At a broader level, it's important that golf credibly demonstrates its commitment, and its social and environmental value – strengthening the sport's image and reputation for the long term.

Golf facilities that participate in OnCourse®, an international sustainability initiative assured by the non-profit GEO Foundation, are taking a comprehensive approach and striving to be leaders in the community.

Find out more at www.sustainable.golf