



THE ROYAL AND ANCIENT GOLF CLUB SCHOLARSHIP

(1) What is The Royal & Ancient Golf Club Scholarship?

This international programme is for the next generation of golf's leaders and ambassadors and will connect them to the Club. It provides five elements of support:

1. Education bursary
2. Golf Engagement bursary
3. Mentorship by a Club member
4. Membership of a network of peers
5. Leadership conference in St Andrews

(2) Who are these leaders?

We hope that this scholarship will attract applications from young people (18-25 years) who already have an active interest in golf and can demonstrate exceptional commitment and contributions to the game. Types of candidates may be:

- active volunteers within golf, embarking upon a career path that will support their ambitions to remain active in the sport;
- those who wish to undertake, or are at an early stage in, industry- specific education such as coaching, club management, greenkeeping; technology/equipment manufacturing
- individuals who have overcome adversity/challenge showing determination and aptitude, already demonstrating leadership qualities as an ambassador/role model peers/friends/young people look up to

The ambition of this scholarship programme is to provide them with funding to enable them to fulfil their career ambitions and connect them to a community of people that share their passion about the future of the game.

With this programme – as with all of the work of The R&A Foundation - we are recognising our responsibility and commitment to the game of golf, to ensure that it will be thriving 50 years from now.

(3) What other R&A Foundation run scholarships are there and how does this new scholarship compare?

The R&A Foundation Scholarship programme has run for many years, providing excellent young players with limited funding to help with the costs of continuing to play and compete, while studying at universities, mainly in GB&I. These scholarship awards are made on an annual basis.

This new Royal & Ancient Golf Club Scholarship programme is more ambitious in remit and opportunity.

	Royal and Ancient Golf Club Scholarship	R&A Foundation Scholarship	R&A Greenkeeping Scholarship
Purpose	A programme that enables young adults to fulfil their life and career ambitions through financial support and connections – both to a Club mentor and community of fellow scholars - that share their passion for the game.	Funding to help elite amateurs with the costs of continuing to play and compete whilst in university education	Funding to support Greenkeeper education at Institutions in Africa, Australia, GB&I,
Age range	18-25	University students	No age restriction
Funding type	Award provided to cover up to four years of any academic or vocational commitment and also includes <ul style="list-style-type: none"> - Golf engagement bursary - Mentorship by a Club member - Membership of a network of peers - Leadership conference in St Andrews 	Annual financial award 100% of which must be spent on golf. Scholars must reapply each year and could receive support for up to a maximum of five years.	The award is paid directly to the Institutions to offset the costs of course fees.

(4) How will the scholarship be promoted and how will you reach the people who really need help?

We are promoting the programme through The R&A's broad global network of affiliates and other connections. We encourage all Club members to share news of this programme with their own contacts and individuals and organisations who may propose students who would be eligible for the award.

(5) What is the application process and timeline?

March/April

Candidates will be able to apply online via The R&A website www.randa.org and will need to upload:

- Their CV
- A personal statement (no more than 250 words) outlining why a scholarship should be awarded and how this award will support in achieving their ambitions.
- Contact details for two referees (excluding family members, friends, or members of The Royal and Ancient Golf Club of St Andrews)

Scholarship application guidelines will be available to view and download on The R&A website for applicants and potential referees to review before candidates submit their application.

Referees of applicants shortlisted for interview will be asked to submit an advocacy statement addressing a number of questions to support the candidate's application.

April/May

Applications must be submitted by 25 April 2024 and will be reviewed by 23 May 2024. If there is a high volume of applications this timing may be extended to ensure all applications are given due consideration.

June

Shortlisted applicants will be interviewed via Microsoft Teams/Zoom by a selection panel. Candidates will have the opportunity to demonstrate their passion and aspirations in golf and beyond.

Applicants will be notified of the outcome of the selection process with successful scholars receiving their funding and being introduced to their Club mentor as they begin their journey through the programme.

(6) Who will make up the application selection panel?

The R&A Executive team will shortlist applications using an appropriate scoring matrix. A panel, including representatives from The R&A Foundation and Club members will interview and determine who will be awarded a Scholarship and the financial level of award.

(7) How will you determine how much funding each scholar receives?

Rather than trying to apply any objective means-testing programme across the many countries applicants may be applying from, we will rely on the applicants themselves and their referees to provide us with their detailed financial and domestic picture.

Scholarships will be awarded for the duration of the scholars' proposed course of study. Therefore, a multi-year commitment will be made by The R&A Foundation to each scholar.

There may be scholars who receive very little financial support, because they don't need support of that kind. However, as potential future leaders, they would not be excluded from the programme and would be eligible to benefit from the peer-to-peer network and mentoring.

(8) How can we be sure the funding is used for what it's intended?

Where possible funds will be released via the service providers, for example education providers, national federations. A proportion of the funds will also directly provide the scholars' benefits i.e. The R&A will book and pay directly for all costs associated with the Leadership Conference.

A condition of funding is that scholars report to The R&A Foundation twice a year to provide updates on their progress.

Mentors will also be asked to share their thoughts and feedback on their scholar with us.

All monies donated to the scholarship programme will be used to benefit the scholars. The organisational cost and resourcing of the programme will be underwritten by The R&A.

(9) What is the commitment/ ask of mentors?

We aim to provide a mentoring experience that will be relationship based and will have flexibility and will allow for fluid and at times unstructured contact. The relationship may not be defined by a set number of sessions for a set time period but could include more informal communication such as sharing a text message to update or touch base.

We are looking for mentors who are willing and have the ability to commit time to nurturing an individual's growth. Where possible, we would encourage meeting in person to establish a stronger relationship (ability to play golf with, reach out to in general) but these sessions could also take the form of phone calls or Teams/Zoom check ins.

Training and support will be provided to each mentor ahead of them meeting their mentee, with an initial onboarding session in May and a further training session in September.

(10) How will mentors be chosen and assigned to scholars?

We are looking for Club members to volunteer to be active and engaged mentors to our scholarship students. The qualities that would make a successful mentor would be:

- Relevant knowledge/expertise
- Willingness to share that expertise, network connections/contacts
- Enthusiasm to invest the time in the relationship with the scholar
- A good empathetic listener but also with the ability to give honest and constructive feedback

Club mentors will be allocated to scholars through a matching process that will use areas in common as, we hope, a positive starting point for the mentoring relationship, such as geographic location, interests and ambitions.

If we have a large pool of mentors we may be able to offer mentoring support to those who were interviewed but unsuccessful in receiving a scholarship. This will enable a connection to be maintained and a level of support offered to a slightly wider group.