

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Norwood Park GC call on everyone involved in golf to play their part in developing a culture that values women's involvement in every aspect of the sport, from participating to pursuing a career.

- Our aim is to increase the number of women and girls playing and working in golf.
- To achieve this goal and to enable women to flourish throughout golf, we recognise the need for a fundamental shift in culture. There is a clear ethical need for change and the potential economic benefits of growing the sport through more women and girls playing are substantial.
- The R&A commits to playing a leading role in this process and to working with affiliates, partners and the wider golf industry towards achieving this goal.
- In signing this Charter, we Norwood Park GC commit to making tangible efforts to develop a welcoming and inspiring environment for women. We will do more to attract women into golf, to remain, and to have rewarding careers.

The Charter:

- Is a statement of intent from the golf industry and Norwood Park GC, to unite and to focus gender balance at all levels
- Commits us all to supporting measures to increase the number of women, girls and families playing golf
- Calls for positive action to encourage women to pursue careers in all areas of the sport
- Recognises the need for change that creates an inclusive environment within golf and our golf club

Signatories commit to activate this Charter by:

- Developing and implementing an internal strategy for enhancing gender balance at every level
- Establishing senior management responsibility and accountability for gender balance and inclusion, which is discussed and reviewed at committee/board level with Norwood Park GC
- Strongly advocating more women and girls playing and working in golf.
- Working with key stakeholders to develop and embed a more inclusive culture.
- Promoting the Charter and our goal of encouraging more women and girls to play golf and work in golf.

How we at Norwood Park GC plan to achieve this

1. The club will aim to maintain & increase female membership through targeted recruitment and retention initiatives
2. Encouraging family participation and progress within the club
3. Adopt an inclusive approach with female and family imagery displayed throughout the clubhouse, website and social media platforms
4. Our ethos is being an egalitarian club with equal rights for all
5. Providing volunteering opportunities for women and girls within our club
6. To become and maintain a SafeGolf accredited club and ensure policies and procedures remain up to date
7. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Norwood Park GC:

Club Manager: Paul Thornton
Date: 22nd November 2020

Signed: *Paul J Thornton*

Charter Champion: Jackie Macey
Date: 22nd November 2020

Signed: *Jacqueline Macey*