

NORMANTON GOLF CLUB
The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Normanton 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 to address the perception of Normanton Golf Club as a male dominated organisation by endeavouring to achieve a 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 Normanton 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 Normanton 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 Normanton 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 Normanton GC Plan to achieve this

- to review the Ladies stroke indices especially having regard to the slope rating for the course
- to provide toilet facilities on the course located at or near the 10th tee
- to provide a discounted membership package for new Lady members inclusive of free coaching lessons from the Club Professional
- to request the Junior Committee to focus on the recruitment of girl members and join the Girls Golf Rocks initiative
- to create a weekend league for those Ladies who work fulltime
- to become a safe Golf accredited Club and ensure policies and procedures remain up to date.

Signed on Behalf of Normanton GC:

Signed: Richard Poynton Membership Director

Date:

R. Poynton

3rd November 2020

Charter Champion: Kay Allsop
Date: 5th November 2020

Signed: *K. Allsop*