

The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Normanby Hall 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 Normanby Hall 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 Normanby Hall 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 Normanby Hall 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 Normanby Hall GC plan to achieve this

1. Deliver two initiatives annually targeting women/girls and families that are aligned with key England Golf campaigns
2. Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
3. Promote a membership pathway, for women/girls and families to progress within the club
4. Have designated Champions/Mentors within the club who can assist and support new participants and members
5. To achieve and maintain more female representation on our **Management Committee**.
6. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

Signed on Behalf of Normanby Hall GC:

Club Manager/Secretary/ Chairman:
Date: **22/04/2022**

Signed: **Paul McNicholas**

Charter Champion: **22/04/2022**

Signed: **Esther Kirk**

These objectives will be embedded into the club business/operational plan and reviewed on an annual basis, to ensure that this inclusive commitment remains robust.

	Commitment	Current Situation	How this will be achieved	Date/Progress/Targets/Comments
1	To encourage Ladies to serve on The Ladies and Management Committees.	7 Ladies are serving on the Ladies Committee. 2 Ladies are represented on The Management Committee We don't have a Lady Captain.	Continued support from the Ladies Section to serve on their committee. Maintain the present positions on the Management Committee. To have a Lady Captain.	More Ladies are keen to serve on NHGC committees. Significant contribution made to the development of NHGC.
2	Develop pathways to allow women and girls to progress within the club.	Mixed Winter leagues have resumed. Junior coaching takes place between March and October. Girls Golf Rocks Initiative started in 2021. Free family membership for juniors with adult relations at the club.	9Hole competition to continue 2022/2023 Junior Organiser and The Club Pro to have a detailed programme for non members. Develop a programme to involve schools in golf lessons. Work with Golf Roots/Golf Foundation to support initiatives. Liaise with NLC to offer membership opportunities to those new to golf.	Maintain the number of teams playing in the Mixed Winter League. Other mixed events being considered. Increased numbers attending coaching sessions. Introduce Blue Tee Markers for those new to golf. Increase in Club Membership.
3	To achieve an increase in playing members of the Ladies Section including girls.	We currently have 28 lady members. No Junior girls. A small group of women attend lessons with the Pro	North Lincs Council to offer tempting packages to encourage participation. Support from The Pro to set up regular group lessons for women interested learning to play golf. Support from all sections to practice/play golf on selected shortened holes. Access to Ladies social events.	Take suggestions to the Liaison Meetings with NLC. Discussions with The Club Professional. Commitment of support from the different sections. Support from England Golf. Advertise Ladies social events through our website and social media platforms.
4	To create a Women's Section on the Club's Website and social media	Nothing at present.	Thorough review of current situation. Setting up a Ladies Section on the new website. Encouragement for other women to look to play at Normanby Hall.	Assess what information is required and who is able to support this. Gathering information to advertise the Ladies Section. Publishing the Charter on the website. Working with North Lincs Council to support our initiatives.
5	Continue to support and maintain The Safe Golf Accreditation	Gained the award in March 2021	Renewal of Accreditation. Promoting a safe and positive environment for all those participating, working and volunteering at the club.	To be assessed and updated in 2022
6	Appoint a designated Charter Champion within	A new role created January 2022 Mrs Esther Kirk	Formally share progress and updates/changes to the charter with England Golf moving forward	To regularly update the Management Committee on progress.

	the club who can assist with the promotion and reporting of the charter	The champion will be responsible for the promotion, activation and reporting on the progress of the charter.	The club will formally display the charter commitments internally and externally – noticeboards, website, social media, membership packs.	The charter Champion to provide England Golf with an annual report on progress on commitments made
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