

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, The Burley 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 The Burley 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 The Burley 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 level with The Burley 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 The Burley GC plan to achieve this:**

1. To become a SafeGolf accredited club and ensure policies and procedures remain up to date.
2. Deliver a 'Get into golf' initiative annually that targets women, girls and families and is aligned with key England Golf campaigns.
3. Have designated 'Buddies' within the club to assist and support new members.
4. Promote a membership pathway for women, girls and families to progress within the club, with a focus on fun and participation.
5. Ensure club Governance is fully aligned with England Golf best practice with male and female captains of equal standing and all management roles not gender specific. Women are encouraged to take on officer roles.
6. Ensure the clubhouse is a welcoming environment for new golfers and they are encouraged to join in social events and fun mixed events when they feel ready.
7. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter.

### **Signed on Behalf of The Burley GC:**

Club Chairman: Peter Bryant  
Date:

Signed:



Charter Champion: Joy Menage

Date: 28/05/2021

Signed:



