

## **The R&A Women in Golf Charter at The City of Newcastle Golf Club**

### **A commitment to a more inclusive culture within golf**

We, The City of Newcastle Golf Club 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 commit 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 at the City of Newcastle Golf Club 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 City of Newcastle Golf Club, 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 at the City of Newcastle Golf Club.
- 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 City of Newcastle Golf Club Plan to achieve this (Our Commitments):**

- Working towards achieving and maintaining 30% representation on our General Committee (GC) by actively promoting these positions linked to appropriate role descriptors that are not gender specific.
- Increase women, family and junior membership through a development plan focusing on recruitment and retention.
- Designate mentors within the club who can assist and support new participants and members.
- Deliver a minimum of 4 initiatives each year targeting women, families and juniors that are aligned with key England Golf campaigns.
- Provide inclusive competitions and events for all golfers.
- Establish an inclusive online presence and actively promote golf opportunities across our local community.
- Ensure we are SafeGolf accredited and Welfare Officer appointed.



- Appoint Charter Champions within the club who can assist with the promotion and reporting of the Charter Commitments and its impact.

**Signed on Behalf of The City of Newcastle Golf Club:**

Club Chairman:  
Date: December

Signed:

Charter Champion:  
Date: December

Signed: