

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, The Bradford 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 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, The Bradford 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 Bradford 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 with The Bradford 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 The Bradford Golf Club Plan to achieve this**

- Promote the inclusion of women with nominations to the Board of Directors and to encourage female members to volunteer to sit on sub-committees.
- Deliver a minimum of 3 initiatives each year targeting women, girls and families.
- Promote a Membership pathway for women, girls and families to progress within the club.
- Formally promote the Club to the wider community with particular reference to the use of social media.
- To maintain and further develop a range of golf and social activities that will appeal to the current and future members and assist in member retention.
- Formally include the objectives and annual targets into the Club's Business Plan
- Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

### **Signed on Behalf of The Bradford Golf Club:**

Club President: Michael Davison  
Date: 18/02/21

Charter Champion: Sarah Horsman  
Date: 18/02/21