

## The R&A Women in Golf Charter

### **St George's Hill Golf Club – A commitment to a more inclusive culture within golf**

We at St Georges Hill 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, we St Georges Hill 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 St Georges Hill 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 St Georges Hill 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.

#### **St Georges Hill Golf Club plan to achieve this by:**

1. Maintaining, growing and increasing participation of the U18 (junior) girls and younger women.
2. Providing opportunities for women to be employed and involved in the running of the club.
3. Working towards a balanced representation across gender, age and handicap.
4. Raising external profile of SGH women's golf.

#### **On Behalf of St George's Hill Golf Club:**

**Chairman**  
Richard Gibson

**Charter Champion**  
Anne Tyrrell

**January 2024**