



## **The APGC Women in Golf Charter 2024 - 2025**

A commitment to a more inclusive culture within golf

Addington Palace Golf Club calls on everyone involved in golf to play their part in developing a culture that values women's involvement in the sport. Our aim is to increase the number of women and girls playing golf.

- ◆ To achieve this goal, 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 at Addington Palace Golf Club commit to developing a welcoming and inspiring environment for women. We will do more to attract women into golf and to retain them as members.

### **The Charter:**

- ◆ Is a statement of intent from Addington Palace GC to improve gender balance at all levels.
- ◆ Commits us 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 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 reviewed at committee/board level within Addington Palace 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.

### **We at Addington Palace Golf Club plan to achieve this by:**

- ◆ Increasing the number of female (adult) members paying a membership fee at APGC by 10% during 2024/2025.
- ◆ Increasing the number of female members at APGC under 50 by 20%
- ◆ Increasing the number of women from ethnic minority backgrounds by 100%
- ◆ Maintaining female representation on our Board of Directors so that even if there is no female Director the Lady Captain or her representative will attend to input into Board meetings.
- ◆ Capturing and recording a baseline of all the key measures we are committing to within the Charter including membership data for our club to determine the impact of the Charter.
- ◆ Promoting the Charter and retaining Charter Champions. The Champions will be responsible for facilitating the promotion of the Charter through the Club's management and reporting progress to England Golf.

### **On Behalf of Addington Palace Golf Club:**

Club Chairman: Vacant      General Manager: Andy Lendon

Charter Champions: Christine Rixson, Polly Rowell, Gill Pates

Date: October 2024