

## The APGC Women in Golf Charter 2022 - 2023

A commitment to a more inclusive culture within golf

Addington Palace GC 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 GC plan to achieve this by:**

- ✦ Increasing the number of female (adult) members playing golf at APGC by 10% during 2022/2023.
- ✦ Increasing the number of female members at APGC under 50 by 5%.
- ✦ Increasing the number of women from ethnic minority backgrounds by 5%.
- ✦ Maintaining female representation on our Board of Directors so that even if there is no female Director, there is at least female input at 50% of the 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 GC:**

General Manager: Ron Christie



Charter Champions: Christine Rixson, Polly Rowell

Date: 30th October 2022

