

**EREWASH VALLEY GOLF CLUB
CHILD PROTECTION &
SAFEGUARDING POLICY**

26th October 2017

**(Issued with Junior Welcome Pack and
Handbook)**

(Displayed on the Junior Notice Board)



Safeguarding Children and Young People Policy, Procedures and Forms

Contents

	Page
POLICY STATEMENT	4
Principles	5
Policies in Practice/Responsibilities	6 - 8
Safeguarding Children & Young People Policy	9 - 16
PROCEDURES	
Sections 1 -8	
1. Principles & Objectives	9
2. Recruitment and training	10
3. Complaints, concerns and allegations	11
4. Emergencies and incidents	12
5. Supervision	13
6. Good Practice Guidelines	13 - 16
7. Flowcharts 1 & 2	17 - 18
8. Useful Contacts	19
9. Appendices	
1. Application form	20-21
2. Self-disclosure form	22
3. Reference form	23
4. Codes of conduct (Adult and Junior)	24-26
5. Incident Report Form	27-28
6. Accident Report Form	29-30
7. Junior Profile & Parental Consent Forms	31-34
8. Parental Guidance	35-36
9. Photography Consent	37
10. Regulated activity and DBS	38
10. Concluding Remarks – Further Help	39

	Page
PARENTS	
Sections 1 -8	8-18
APPENDICES:-	
4 – Code of Conduct (Junior)	24
5 - Incident Report Form	27-28
6 - Accident Report Form	29-30
7 - Junior Profile & Parental Consent Form	31-34
8 - Guidance for Parents	35-36
9 - Photography Consent	37
VOLUNTEERS	
Policy Statement	3
Principles	4
Policies in Practice/Responsibilities	5-7
Safeguarding Children Young People Policy	8-15
Sections 1 -8	8-18
APPENDICES:-	
1 – Application Form	20-21
2 - Self-Disclosure Form	22
4 - Code of Conduct for PGA Professionals, Associate Coaches & Volunteers	24-25 30-33
5 - Incident Report Form	26-27
6 - Accident Report Form	28-29
10 -Regulated Activity & DBS	37
EVENTS	
Sections 1 -8	8-18
APPENDICES:-	
4 - Code of Conduct for PGA Professionals, Associate Coaches & Volunteers	24-25 30-33
5 - Incident Report Form	26-27
6 - Accident Report Form	28-29
	37

POLICY STATEMENT

The Erewash Valley Golf Club acknowledges its responsibilities in matters relating to the protection of children and is committed to creating and maintaining the safest possible environment for all children who attend its events. The Club also recognises the policies, procedures and guidance of the national organisations in golf, as outlined in the document Guidelines for Safeguarding Children in golf (available at www.childreningolf.org)

The club also expects that those who have contact with children will observe and be guided by the procedures contained in this document. (For the purposes of this document a 'child' refers to any young person below the age of 18.)

Erewash Valley Golf Club is committed to the following:

- 1) The right of children to take part in golf events safely. The Club will take all reasonable measures to provide and maintain a safe and caring environment.
- 2) Taking all suspicions of allegation of abuse, poor practice and inappropriate behaviour, such as bullying, harassment, neglect, mistreatment or violence, seriously.

The Club undertakes to deal with the matter with understanding and sensitivity to all concerned and to follow the national reporting procedures outlined in the Guidelines for Safeguarding Children in golf, which are endorsed by the English Golf Union, the English Women's Golf Association and the Professional Golfers Association.

All members of the Management Committee, professional coaches and volunteers will be directed to the appropriate body for any assistance that they may require. Each role within The Club which involves working with children, whether paid or voluntary, will be assessed to determine whether vetting procedures will be applied.

In cases where the volunteer or member of staff has significant contact with children, the following will be obtained to ensure that they are suitable to fulfil the role:

- 3) An enhanced Disclosure and Barring Service (DBS) disclosure
- 4) A self declaration of offences
- 5) References
- 6) Basic personal information, including previous experience in working with children.

The Welfare Officer will keep records of the procedures applied and the information obtained.

Appropriate personnel working with children will be required to attend the Safeguarding and Protecting Children course, in order that they are equipped to undertake their role effectively.

The safety and welfare of children relies upon a pro-active partnership between the Management committee, PGA Staff, volunteers and the children and their parents/guardians.

PRINCIPLES

The Club's policy is based upon the following principles:

- 1) The safety and wellbeing of the children is central to all considerations.
- 2) The Club has a duty of care to seek to protect children at all Club organised activities.
- 3) All children can expect that those representing the Club will treat them with respect and dignity.
- 4) The children should have the confidence to rely upon members of the Management Committee, PGA professionals and Volunteers, and to be able to trust them, whatever the circumstances.
- 5) Parents/guardians should be informed of the Club's policies, and understand and appreciate the Club's Child Protection policies and procedures.
- 6) They have the right to be informed of any matter which may impinge upon the welfare of their child.
- 7) All those working with children are expected to set a good example to the children in their charge.

POLICIES IN PRACTICE

Responsibilities of Members of the Management Committee, PGA Professionals and volunteers are expected to:

- 1) To take their responsibilities seriously, knowing that the welfare of children and their protection from harm is the paramount concern.
- 2) To be conscious of the fact that adults are role models for the children. Those who have contact with children should conduct themselves appropriately at all times. They are required to set high standards in such matters as behaviour, attitude, appearance, fairness, moderation, organisation and punctuality.
- 3) To treat all children fairly and equally. This should hold true, no matter what the children's age, culture, ability or disability, language, racial origin, and/or sexual orientation.
- 4) To build a sound working relationship with the children based on mutual respect and trust.
- 5) To inform parents of any matters relating to their child's welfare, either directly, or through the Junior Committee Chairman, or the Welfare Officer.
- 6) To report to the Welfare Officer or Junior Committee, any instance of alleged 'poor practice', or inappropriate physical contact, or abuse.
The facts of the situation must be recorded on an Incident Report Form. (See Appendix3)
Depending on the circumstances of the allegation, the Chairman will investigate, and, if necessary, may refer the matter either to the Disciplinary Committee, or a sub-committee, or to an appropriate agency. Confidentiality will be strictly observed at every stage.
All who have contact with the children should seek to ensure that their behaviour cannot be compromised.
- 7) To ensure, as far as is reasonable, that no child is placed in danger or potential harm.
Events should be organised with safety in mind, and the children should be kept informed of any safety procedures, risks or hazards on the course.
- 8) To avoid situations where there is possibility of misinterpretation of any physical contact or behaviour.
Contact with children should generally be in an open environment, especially, for example, whilst waiting for parents to arrive to pick up their child. No child should be left alone or be left to make his own way home.
It is not the Erewash Valley golf clubs policy to transport children to and from matches, tournaments and coaching sessions however should this be necessary due to unforeseen events the transportation of children alone should be avoided, if at all possible. If it is absolutely necessary to transport a child in your vehicle, parental consent should be sought. In this instance, a colleague should be informed, and the route, details and estimated time of arrival should be communicated.

Normally in the case of overnight stays, children will be supervised by 2 people. The Junior Organiser and another approved club representative. All safety measures should be observed.

- 9) To ensure that any child who suffers accidental injury or temporary illness at any event organised by the Club is treated by a person competent and qualified to do so.
If no qualified person is immediately available, the criterion is to respond to that situation by using common sense, as would a caring parent or guardian, until professional help arrives.
The matter should be recorded on an Accident Report form, which should be passed to the Child Welfare Officer (See Appendix 4)
Parents/guardians must be informed of the action that has been, or is intended to be, taken.

RESPONSIBILITIES OF CHILDREN

All children representing or competing in club organised events should:

- 1) Observe the highest standards of behaviour, appearance, punctuality, attitude, restraint, moderation and sportsmanship on and off the course. Alcohol, performance-enhancing substances, smoking, gambling, sexual behaviour and foul language are forbidden.
Children are expected to act with courtesy and politeness at all times.
- 2) Not engage in any irresponsible, inappropriate or illegal behaviour.
- 3) Play by the Royal & Ancient's Rules of Golf, and the Etiquette of golf. Observe the finer courtesies of the game.
- 4) Observe instructions or restrictions requested by appropriate members of the Committee, professional coaches, tournament officials, club members or staff.
In the event of any disagreement, dispute or problem, children should consult the Club Chairman, or appointed delegate, or any Committee Member rather than seeking to resolve the matter themselves.
- 5) Remain on the premises – clubhouse, golf course or hotel – unless given specific permission by the appropriate club official.

RESPONSIBILITIES OF PARENTS/GUARDIANS

Parents / Guardians should:

- 1) Know the Club's policy on Child Protection.
They should seek to support the club's officials in creating and maintaining a safe and amenable environment for children in which to enjoy their golf at a competitive level.
They should be at ease with the system in place for the protection of their child, but be ready to raise any matters which may give rise to concern.

- 2) Complete the Consent and Player Profile form.
(See Appendix 7)
- 3) Signify that they accept the conditions of the club's procedures relating to their child's participation in an event.
Occasionally, for training, coaching or publicity purposes, children may be photographed or videoed. Parents/Guardians who do not wish for their child to be photographed for these purposes should inform the Club on the Consent Form. (See Appendix 9)
- 4) Arrange transport for their child to arrive punctually at a match, tournament or coaching session.

It is important to communicate with the Junior Committee chairman, or his/her delegate, if there are likely to be any difficulties arising from transporting children to a venue - picking them up or dropping them off.

Parents/Guardians should leave emergency contact numbers with officials at an event, especially if there may be problems.

They should inform the Junior Committee of any matters, such as medical or dietary concerns, or other physical problems which may affect the child.

- 5) Encourage and foster the right spirit of fair competitive play in one's child, without pressurising him/her to play beyond his physical, mental and emotional capabilities. Children are not robots, and should be treated as vulnerable young adults – no matter what their bravado.
Coaching is best left to the professionals.

Safeguarding Children and Young People Policy

Whilst children and young people are participating in golf activities in our care, EVGC has a responsibility to ensure their safety and wellbeing.

EVGC recognises the policies of the National Governing bodies, as set out in the as set out on the children in golf website. The policy and supporting procedures set out a framework to fulfil our commitment to good practice and the protection of children in our care.

Principles

- A child is defined by law as a person under the age of 18 years
- The welfare of children is paramount
- All children, regardless of their Age, Race, Religion or Belief, Disability, Sex or Sexual Orientation, have the right to protection from abuse
- All concerns and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately
- All children have the right to be safe
- All children have the right to be treated with dignity and respect
- EVGC will work with children, their parents and external organisations to safeguard the welfare of children participating in golf
- We recognise the authority of the statutory agencies and are committed to complying with Local Safeguarding Children Board Guidelines (LSCB) and any documentation which supersedes these.

Objectives

The aim EVGC is to:

- Provide a safe environment for children participating in golfing activities within the club and try to ensure that they enjoy the experience.
- Reassure parents (and carers) that their children will receive the best care possible whilst participating in club activities & communicate policy & procedure to them through website/letter/consents.
- Support adults (staff, volunteers, PGA Professionals, coaches, members and visitors to the club) to understand their roles and responsibilities with regard to the Duty of Care and protection of children.
- Provide appropriate level training and support to staff, volunteers & coaches to make informed and confident responses to specific child protection issues and to fulfill their role effectively
- Adopt the Children in Golf Safeguarding and Child Protection Policy and Procedures and any related policies where appropriate.

Responsibilities and implementation

The Erewash Valley Golf Club and partner organisations will seek to promote the principles of safeguarding children by:

- Reviewing their policy and procedures every three years or whenever there is a major change in legislation. Guidance from England Golf & Safeguarding Children in Golf will be sought as part of the review process.
- Conducting a risk assessment of club activities with regard to safeguarding and take appropriate action to address the identified issues within suitable timescales.
- Using appropriate recruitment procedures to assess the suitability of volunteers and staff working with children, in line with guidance from Safeguarding Children in Golf.
- Following National Governing Body (NGB) procedures to report concerns and allegations about the welfare of children or the behaviour of adults and ensure that all staff, volunteers, parents and children are aware of these procedures.
- Ensure all club staff, volunteers & coaches receive appropriate safeguarding training, where this is appropriate to their role.

1. Recruitment and training

EVGC will make sure that all volunteers and staff working with children are suitable to do so, and that they have all the information they require to perform their job effectively and appropriately.

Each role which involves an element of responsibility with regard to children, particularly those involving the regular supervision of children, whether voluntary or paid, will be assessed to establish which qualifications, checks and other requirements are necessary. These will include the following:

- An application form (Appendix 1)
- A self-disclosure form (Appendix 2)
- References from 2 people if possible (Appendix 3)
- A signed Code of Conduct (Appendix 4)
- A Disclosure & Barring Service (DBS) check on people involved in ‘regulated activity’ with children. (Appendix 10). England Golf/ The PGA will conduct the risk assessment of the individual’s suitability to work in the relevant role where DBS checks are sought.

Details of the requirements and the qualifications and checks of individuals will be recorded by the Club Welfare Officer/Secretary/Manager who will also hold copies of the necessary Safeguarding and Protecting Children (SPC) certificates and England Golf Compliance approval letters. The nominated person will possess all relevant and appropriate contact details of all staff / volunteers and other relevant bodies.

All Staff, Volunteers & PGA Coaches working with children will be asked to read and become familiar with EVGC's Safeguarding Policy and Procedures.

All volunteers & coaches involved with children will be asked to read the EVGC's Code of Conduct for Adults, and sign to indicate their agreement to act in accordance with the code. The code is linked to the EVGC's Disciplinary Procedures.

2. **Complaints, concerns and allegations**

2.1 If a player, parent/carer, member of staff or volunteer has a concern about the welfare of a child, or the conduct of another child/young person or an adult (whether they are a parent, coach, member, or otherwise), these concerns should be brought to the attention of the Club Welfare Officer forthwith. The person reporting the concern is not required to decide whether abuse has occurred, but simply has a duty to pass information to the Welfare Officer. Please refer to Flowcharts 1 & 2 for further details (pages 16-17). If it cannot be reported to the Club Welfare Officer then it should be reported to the Secretary/Manager or England Golf Compliance Department.

2.2 All concerns will be treated in confidence. Details should only be shared with those who can help with the management of the concern.

2.3 Concerns will be recorded on an Incident Report Form (appendix 5) and sent to the England Golf Compliance department and retained confidentially within the club. *England Golf Compliance department will assist with completion of this form on the club's behalf if required, tel: 01526 351824.*

2.4 EVGC will work with England Golf and other external agencies to take appropriate action in the case of abuse or serious poor practice. EVGC's disciplinary procedures will be applied and followed where possible.

2.5 In the event of a child making a disclosure of any type of abuse, the following guidance is given:

- Reassure the child that they have done the right thing to share the information
- Do not make promises that cannot be kept, such as promising not to tell anyone else
- Do not question the child or lead them in any way to disclose more information than they are comfortably able to: this may compromise any future action
- Record what the child has said as soon as possible on an incident report form.

Do not notify the parents unless you have first sought advice from the England Golf Compliance Office 01526 351824 (lines open between 9am – 5pm)

2.6 The NSPCC Helpline is available to discuss concerns regarding poor practice and abuse in confidence with members of the public. No referrals are made from the calls. Those with concerns are encouraged to use this service. The Helpline number is 0808 800 5000.

3. **Emergencies & Incidents**

3.1 Parental Consent Forms (appendix 7) will be obtained and retained by EVGC for all children who are participating in events or activities, or attending coaching organised by the club. These forms will be treated in confidence and only shared with those who require the information they contain to perform their role effectively.

3.2 In the event of a child requiring medical attention:

- The parents will be contacted immediately.
- In the event of failure to contact parents, the alternative emergency contacts will be used.
- The consent form will be consulted to establish whether parents have given their consent for a club representative to act in loco parentis.
- An adult club representative will accompany the child to seek medical attention, if appropriate, ensuring that they take the consent form with them.
- A record of the action taken will be made and retained by a club representative.

3.3 Where a parent is late in collecting their child the following procedure will apply:

- Attempt to contact the parent/carer using the contact details on the Parental Consent Form
- Attempt to contact the first, then the second emergency contact nominated on the Consent Form
- Wait with the young person(s) at the venue with, wherever possible, other staff/volunteers or parents.
- If no one is reachable, contact the Club's Welfare Officer for advice.
- If all attempts to make contact fail, consideration should be given to contacting the police for their advice.

Staff, Volunteers & PGA Pros should try to avoid:

- Taking the child home or to another location without consent.
- Asking the child to wait in a vehicle or the club with them alone.
- Sending the child home with another person without permission.

4. Supervision

- 4.1 During coaching sessions and other activities the Professional will endeavour to ensure that the coach/volunteer to children ratio is appropriate, having considered the age of the participants, their level of experience and ability, the type of activity and the environment.
- 4.2 Parents will be encouraged to stay for coaching/competitions & other events where their children are of an age where their supervision is required.
- 4.3 If there are young children (under 10 years of age) attending events, activities, coaching or playing sessions they will be supervised at all times.

Wherever possible adults will avoid changing or showering at the same time as children but parents will be made aware that with limited changing room space there will be occasions when adults and children may need to share the facilities.

- 4.4 Parents should be aware that if children are left at a venue unsupervised, other than to attend specific coaching sessions, competitions, or other organised events, the club cannot accept supervisory responsibility.
- 4.5 Special arrangements will be made for away trips. Parents will receive full information about arrangements for any such trip and will be required to provide their consent for their child's participation. Away matches will always have a club representative at the venue at the appropriate levels until all children have gone.

5. Good practice guidelines

- 5.1 Behaviour of adults and children
 - 5.11 Adults who work with children are placed in a position of trust in relation to children, and therefore it is important they behave appropriately and provide a strong positive role model for children, both to protect children and those working with children from false allegations of poor practice. Codes of conduct will be issued to junior members & adults working with them to promote good practice.
 - 5.12 EVGC requires that all staff and volunteers working with children adhere to the standards set out in the Code of Conduct (appendix 4). Similarly, children are expected to follow their own code of conduct to ensure the enjoyment of all participants and assist the club in ensuring their welfare is safeguarded (appendix 4).
 - 5.13 Parents should also work together with the club to ensure that the safety of all children is safeguarded. A sheet on "Parental Guidance" (appendix 8) is provided to assist them in understanding how they can best assist the club.

5.2 Adults and Children playing golf together

One of the reasons for the popularity of golf is that the game is not restricted by ability, age or gender. Responsible interaction between adults and children helps bring mutual respect and understanding and will be encouraged as part of club activities. Adults should always be aware however that age related differences do exist and conduct themselves in a manner that recognises this.

5.3 Physical Contact

Physical contact with children by coaches or volunteers should always be intended to meet the needs of the child and the sport, not the adult. That is, to develop golf technique, to protect the child from injury, to provide first aid or treat an injury. It should always take place in an open environment, and should not, as a general principle, be made gratuitously or unnecessarily and remain within appropriate boundaries.

5.4 Transport

5.41 The club believes it is primarily the responsibility of parents/guardians to transport their child/children to and from events. It is not the responsibility of club volunteers or coaches to transport children and young people to and from events, activities, tournaments or matches.

5.42 The club may make arrangements for transport in exceptional circumstances, such as team events. Where this is the case, the written permission of the parents of the relevant children will be sought. The drivers used will be checked for their suitability to supervise children (see Section 1 Recruitment and Training) and their insurance arrangements verified.

5.5 Photography/ Videoing

5.51 Permission will be sought from parents prior to the publication or use of any video or photographic images of their child, for instance in newspapers, websites or for coaching purposes. The personal details of the child will not be used in any promotional material.

5.52 Any press/official photographers attending events will be required to seek permission from the club before taking photographs and also permission of parents to use the images.

5.5 Anti Bullying Procedures

5.51 We believe that every effort must be made to eradicate bullying in all its forms.

Bullying can be difficult to define and can take many forms which can be categorised as;

- Physical – hitting, kicking, theft
- Verbal – homophobic or racist remarks, threats, name calling
- Emotional – isolating an individual from activities or a group

All forms of bullying include;

- Deliberate hostility & aggression towards an individual(s)
- A victim who is weaker and less powerful than the bully or bullies
- An outcome which is always painful & distressing for the victim

Bullying behaviour may also include;

- Other forms of violence
- Sarcasm, spreading rumours, persistent teasing
- Tormenting, ridiculing, humiliation
- Racial taunts, graffiti, gestures
- Unwanted physical contact or abusive or offensive comments of a sexual nature.

The Club and its Staff, Volunteers & Coaches will not tolerate bullying in any of its forms during club matches, competitions, coaching or at any other time while at the club.

5.52 We are intent that we will:

- Provide a point of contact where those being bullied can report their concerns in confidence – The CWO & Sec/Manager
- Take the problem seriously
- Investigate any and all incidents and accusations of bullying
- Talk to bullies and their victims separately along with their parents/guardians
- Impose sanctions, which may include expulsion from the club for bullies
- Inform all members of the club about the incident and action taken if appropriate
- Keep a written record of all incidents and the action taken

5.6 Confidentiality

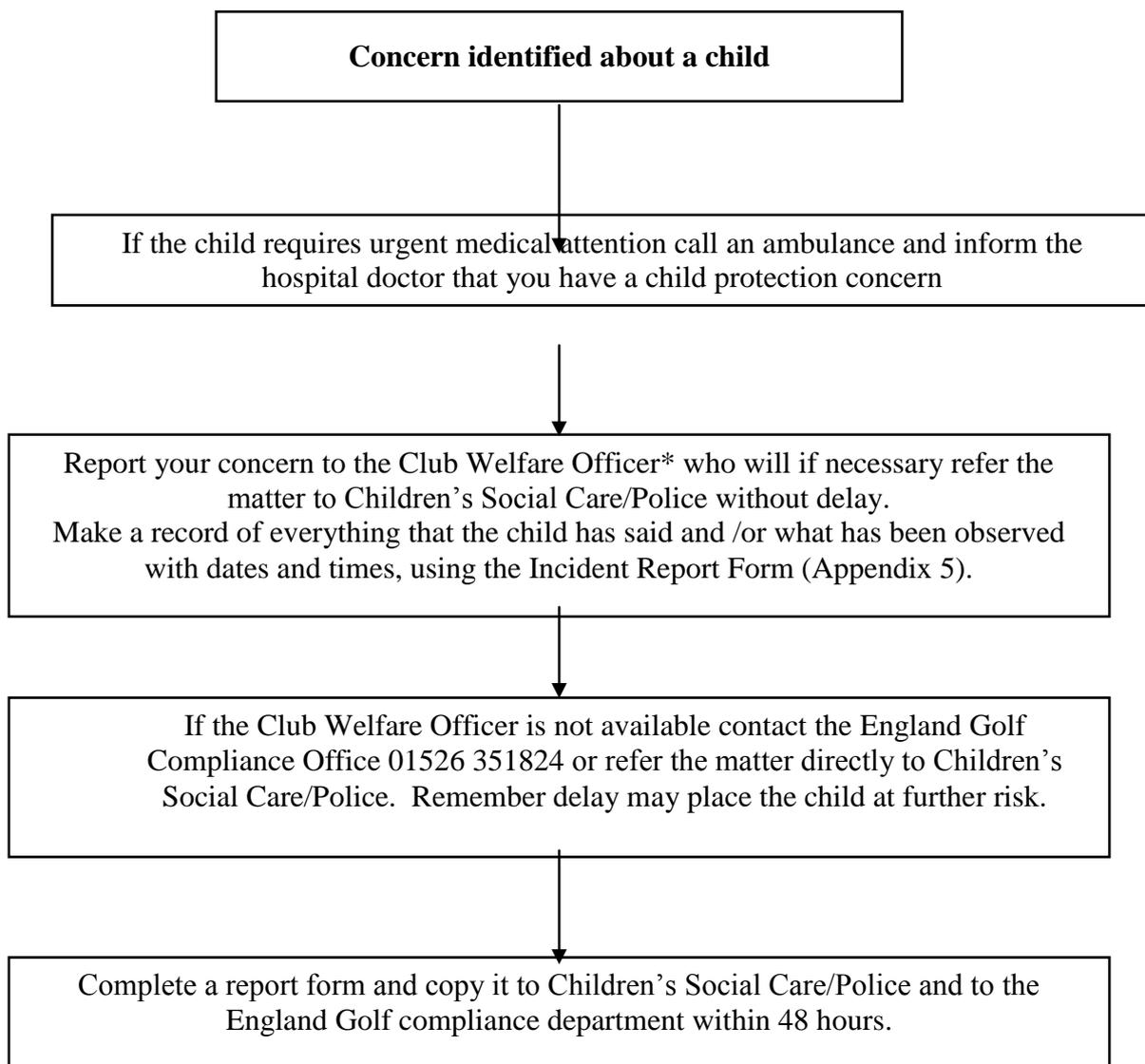
- 5.61 Details of all juniors will be kept on file in the office and will not be shared with a third party without parent/guardian consent. Access to this information will be granted to the Club Chairman, CWO, the Junior Organiser(s) and the PGA Golf Professional(s). Details will be passed onto the County Organisations as requested when juniors have reached an ability level that meets the relevant county criteria.
- 5.62 All concerns/allegations will be dealt with confidentially by the club and information will only be shared on a need to know basis, either internally or externally depending on the nature/seriousness of the concern/allegation.

5.7 Changing rooms

The changing rooms are used by all members & visitors, juniors will only be supervised if needed at club organised events. Parents will be made aware that adults use the changing rooms throughout the day for changing & showering. Where a parent/guardian does not consent to their child accessing the changing rooms, it is their responsibility to either supervise the child while in the changing rooms or ensure that they do not use them.

Flowchart 1

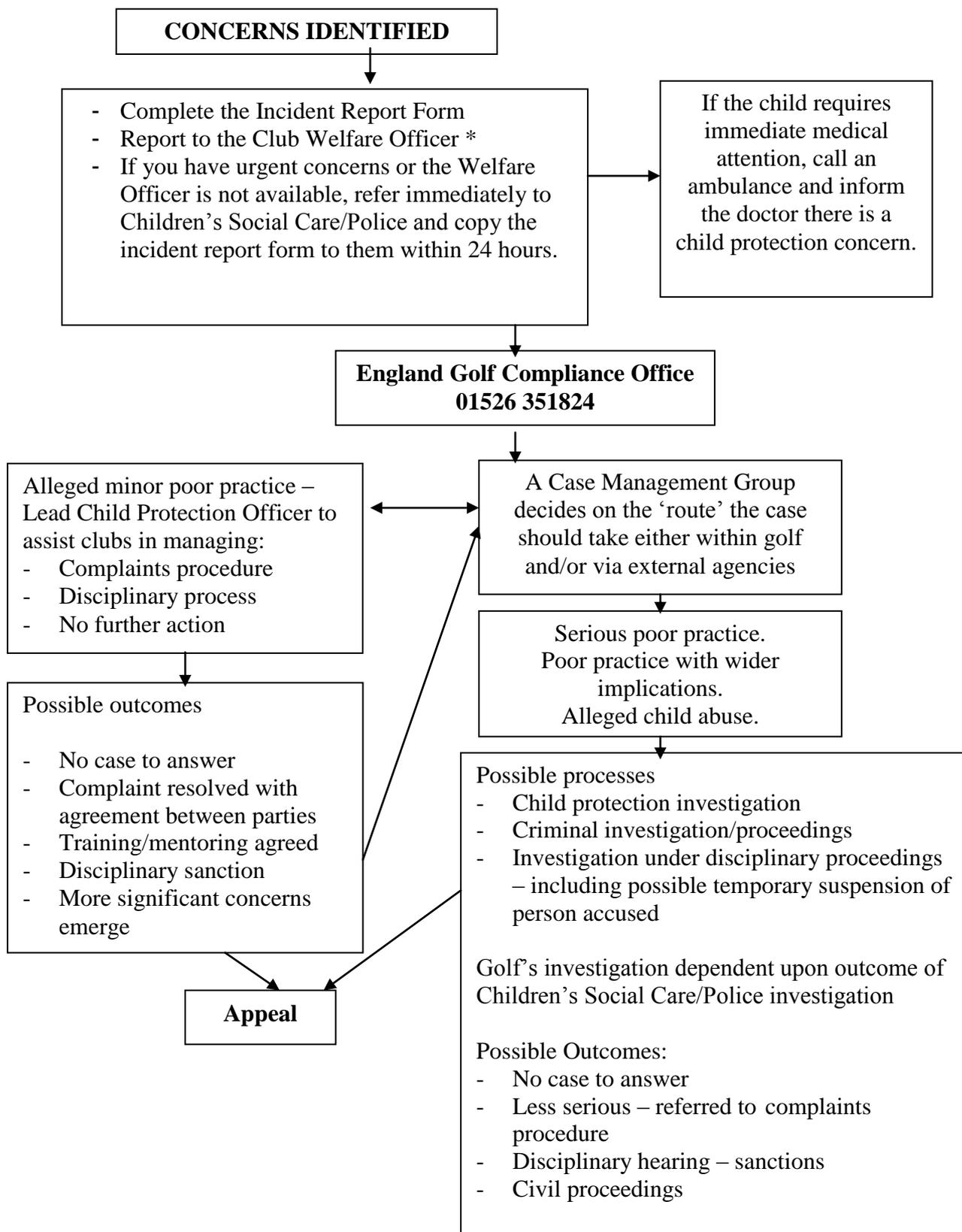
What to do if you are worried about what is happening to a child outside of the Club/County (but the concern is identified through the child's involvement in golf)



* If for any reason a Club Welfare Officer is not in post contact the England Golf Compliance Office 01526 351824

Flow chart 2

What to do if you are worried about the behaviour of any member, parent/carer, volunteer, staff, Professional, coach or official in golf or affiliated organisations



Useful contacts

Golf Contacts		
Name	Address	Number
Club Welfare Officer – Rose Fleming	Golf Club Road Stanton by Dale Derbyshire, DE7 4QF	Email: golfadmin@erewashvalley.co.uk 0115 8508491
England Golf Compliance Office	England Golf National Golf Centre The Broadway Woodhall Spa Lincolnshire LN10 6PU	01526 354500 compliance@englandgolf.org

Local Contacts		
Local Children’s Social Care (including out of office hours contact) NB. In an emergency, the Samaritans will hold the Duty Officer’s contact number	01629 533190	OUT OF HOURS 01629 532600 After 5pm or at the weekends please contact The Emergency Social Work Duty Team
Samaritans		116 123
In an emergency contact 999		
NSPCC Freephone 24 hour Helpline		0808 800 5000

National Contacts		
The NSPCC	National Centre 42 Curtain Road London EC2A 3NH	Tel: 0808 800 5000 help@nspcc.org.uk
Childline UK	Freepost 1111 London N1 0BR	Tel: 0800 1111
NI Childline	74 Duke Street Londonderry	Tel: 028 90 327773
NSPCC Child Protection in Sport Unit	3 Gilmour Close Beaumont Leys Leicester L4 1EZ	Tel: 0116 234 7278 cpsu@nspcc.org.uk



Reasons for applying:

References:

Please provide the names and addresses of two people who know you well (who are not related to you) whom we can contact to obtain a reference:

Name:

Address:

Telephone Number:

Name:

Address:

Telephone Number:

I agree to abide by the Club Code of Conduct and Safeguarding Policy and Procedures, and confirm that the the information I have supplied in completing this form is correct and true.

Signed:

Date:



APPENDIX 2

Self-Disclosure Form – Name

To be completed at the same time as the application form:

If the role you are in or have applied for involves frequent or regular contact with or responsibility for children you will also be required to provide a valid DBS (Disclosure and Barring Service) certificate which will provide details of criminal convictions; this may also include a Barring List check depending on the nature of the role (see organisational guidance about eligibility for DBS checks).

Evaluation of information is based strictly on confidentiality and discretion.

If you require confidential advice in relation to completion of this form, please call England Golf Compliance department on 01526 351824

Have you ever been known to any Children’s Services department or Police as being a risk or potential risk to children?		YES / NO <i>(if Yes, provide information below):</i>	
Have you been the subject of any disciplinary investigation and/or sanction by any organisation due to concerns about your behaviour towards children?		YES / NO <i>(if Yes, provide information below):</i>	
Confirmation of Declaration <i>(tick box below)</i>			
<input type="checkbox"/>	I agree that the information provided here may be processed in connection with recruitment purposes and I understand that an offer of employment may be withdrawn or disciplinary action may be taken if information is not disclosed by me and subsequently come to the organisation’s attention.		
<input type="checkbox"/>	In accordance with the organisation’s procedures if required I agree to provide a valid DBS certificate and consent to the organisation clarifying any information provided on the disclosure with the agencies providing it.		
<input type="checkbox"/>	I agree to inform the organisation within 24 hours if I am subsequently investigated by any agency or organisation in relation to concerns about my behaviour towards children or young people.		
<input type="checkbox"/>	I understand that the information contained on this form, the results of the DBS check and information supplied by third parties may be supplied by the organisation to other persons or organisations in circumstances where this is considered necessary to safeguard children.		
Print name:		Signature:	
Club Welfare Officer	I have seen and checked the above responses, if any of the boxes above are ticked YES; I have referred this form to England Golf Compliance Department for a risk assessment and advice.		
Print name:		Signature:	
Date:			



Appendix 3

Reference form

(Name) _____

has expressed an interest in becoming a club member of staff, volunteer / coach*
(*delete as appropriate) and has given your name as a referee.

As this post involves substantial access to children and as an organisation committed to safeguarding children, it is important that if you have any reason to be concerned about this applicant that you do not complete the following form, but please contact me on:

Telephone: _____

Name: _____

Organisation: _____

Any information disclosed in this reference will be treated in confidence and in accordance with relevant legislation and guidance, and will only be shared with the person conducting the assessment of a candidate's suitability for a post, if he or she is offered the position in question.

- How long have you known the person?

- In what capacity?

- What attributes does this person have which would make him/her suited to a role working with children?

- How would you describe his/her personality?

Signed: _____

Date: _____



APPENDIX 4

Code of Conduct for Young Golfers

As a young golfer taking part in an EVGC activity, you should:

- Help create and maintain an environment free of fear and harassment
- Demonstrate fair play and apply golf's standards both on and off the course
- Understand that you have the right to be treated as an individual
- Respect the advice that you receive
- Treat others as you would wish to be treated yourself
- Respect other people and their differences
- Look out for yourself and for the welfare of others
- Speak out (to your parents or a club representative) if you consider that you or others have been poorly treated
- Be organised and on time
- Tell someone in authority if you are leaving the venue
- Accept that these guidelines are in place for the well-being of all concerned
- Treat organisers and coaches with respect
- Observe instructions or restrictions requested by the adults looking after you

You should not take part in any irresponsible, abusive, inappropriate or illegal behaviour which includes:

- Smoking
- Using foul language
- Publicly using critical or disrespectful descriptions of others either in person or through text, email or social network sites
- Consuming alcohol, illegal performance-enhancing drugs or stimulants

Child Signature _____ Print Name _____

Parent/Guardian Signature _____ Print Name _____



APPENDIX 4

Code of Conduct for PGA Professionals, Associate Coaches & Volunteers

- Respect the rights, dignity and worth of every person within the context of golf
- Treat everyone equally and do not discriminate on the grounds of age, gender, race, religion or belief, sexual orientation or disability
- If you see any form of discrimination, do not condone it or allow it to go unchallenged
- Place the well-being and safety of the young person above the development of performance
- Develop an appropriate working relationship with young people, based on mutual trust and respect
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the young person's full consent and approval
- Always work in an open environment (e.g. avoid private or unobserved situations and encourage an open environment)
- Do not engage in any form of sexually related contact with a young player. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms
- You should not have regular contact outside your club role with the juniors and should not engage in regular communication through text, email or social network sites
- Know and understand EVGC Child Safeguarding Policies and Procedures
- Respect young people's opinions when making decisions about their participation in golf
- Inform players and parents of the requirements of golf
- Be aware of and report any conflict of interest as soon as it becomes apparent
- Display high standards of language, manner, punctuality, preparation and presentation
- Do not smoke, drink or use recreational drugs while actively working with young people in the club. This reflects a negative image and could compromise the safety of the young people.



- Ensure that you attend appropriate training to keep up-to-date with your role and the welfare of young people
- Report any concerns you may have in relation to a child or the behaviour of an adult, following reporting procedures laid down by EVGC

Signed:	Date:
PRINT NAME:	



APPENDIX 5

Incident Report Form - EVGC

Recorder's Name:	
Address:	
Post Code:	Telephone No:

Child's Name:	
Address:	
Post Code:	Telephone No:

Complainant's Name:	
Address:	
Post Code:	Telephone No:

Details of the allegations: [include: date; time; location; and nature of the incident.]
--

England Golf Compliance department notified (01526 351824)

Case Number (if allocated)

Date:

Time:

Action taken:

Date:

Time:

Signature of Recorder:

Signature of Complainant:



APPENDIX 6

Accident Report Form - EVGC

Recorder's Name:	
Address:	
Post Code:	Telephone No:
Name of Injured Person [s]:	
Address:	
Post Code:	Telephone No:
Nature of Injury Sustained:	
Where did the Accident occur: [include: date; time; location; and nature of the accident.]	
How did the Accident occur: [include: names; telephone numbers; etc.]	
Were there any witnesses to the Accident: [include: names; statements, etc.]	
What action was taken: [include: treatment administered, by whom, etc.]	

E.V.G.C.



Were any other Agencies involved: [e.g. Ambulance service?]

Have the Parents / Guardians been contacted? YES NO [Please circle.]

Does the accident need to be referred to England Golf Compliance Dept.? YES NO

Date:

Time:

Signature of Recorder:



Appendix 7

Junior Profile and Parental Consent Forms - EVGC

The safety and welfare of juniors in our care is paramount, and it is therefore important that we are aware of any illness, medical condition and other relevant health details so that their best interests are addressed. Please complete this form with our assurance that the information will be treated as confidential.

It is the responsibility of the junior and their parent to notify the Club Welfare Officer (CWO) if any of the details change at any time.

• Junior Name		
• Date of Birth		
• Address		
• Telephone Number		
• Parents' Names		
• Address		• (If different)
• Home Telephone No		
• Mobile Telephone No		
• Work Telephone No		
• Emergency Contacts		
• Contact 1 Name		
• Relationship to child		
• Home Telephone Number		
• Mobile Telephone Number		
• Work Telephone Number		



• Contact 2 Name	
• Relationship to child	
• Home Telephone Number	
• Mobile Telephone Number	
• Work Telephone Number	

Medical Information

• Child's Doctor's name	
• Doctor's Surgery Address	
• Telephone Number	

Does your child experience any conditions requiring medical treatment and/or medication? YES NO

*If yes please give details, including medication, dose and frequency.

Does your child have any allergies? YES NO

*If yes please give details.

E.V.G.C.



Does your child have any specific dietary requirements? YES NO

*If yes please give details.

What additional needs, if any, does your child have e.g. needs help to administer planned medication, assistance with lifting or access, regular snacks?

Disability

The Equality Act 2010 defines a disabled person as ‘anyone with a physical or mental impairment, which has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities’.

Do you consider your child to have a disability? YES NO

*If yes what is the nature of the disability?

Does your child have any communication needs e.g. non-English speaker/ hearing impairment/ sign language user/ dyslexia? If yes, please tell us what we need to do to enable him/her them to communicate with us fully.



- I confirm to the best of my knowledge that my child does not suffer from any medical condition other than those detailed above.
- I agree to notify the Club of any changes.
- I,, being parent/guardian of the above named child, hereby give permission for the club responsible person to give the immediately necessary authority on my behalf for any medical or surgical treatment recommended by competent medical authorities, where it would be contrary to my child's interest, in the doctor's medical opinion, for any delay to be incurred by seeking my personal consent.
- The attached signature will denote that my child has my permission to be on the golf club's premises.

 (Please tick the box if agreed)
- I acknowledge that the club is not responsible for providing adult supervision for my child except for formal junior golf coaching, matches or competition.

 (Please tick the box if agreed)

• Signed – Parent/Guardian	
• Print name	
• Date	



APPENDIX 8

Guidance for parents

EVGC is delighted to welcome you and your child to what we hope is the first of many events that you will be taking part in.

The positive effect of your support, as a parent, can't be overstated. Your behaviour has a real influence on the way your child experiences golf.

First things first – why is your child showing an interest in the sport? Is it to learn a new game? To hang out with their friends? Because they did it in school and liked it? Or because you play?

Make sure they're playing for their own reasons, not yours.

There is a wealth of supportive information and advice on the Children in Golf website

<http://www.childreningolf.org/parents-guidance>

To enable us to provide the best possible experience for you and your child, we kindly request that you read through the following guidance and complete the attached forms.

- Take an interest in your child's activity and progress and be supportive.
- Familiarise yourself with EVGC's Safeguarding Policy (attached).
- Complete the attached Parental Consent Form which will enable event organisers to cater for any particular needs that your child may have (e.g. medical conditions and medications, allergies, learning difficulties etc.), as well as contact you in the unlikely event of an emergency.
- Go through the attached Code of Conduct with your child and return a signed copy to the event organiser.
- Be punctual when dropping off and picking up your child for and from coaching / events. It is important to communicate with the event organiser if collecting your child after an event, may cause a problem.
- Introduce yourself to the adults involved in the supervision of your child.
- When leaving your child, make sure they have the necessary provisions for the day, including the ability to meet the requirements of changing weather conditions. Please ensure that your mobile is switched on when you are away from the club, so that you can be contacted in an emergency.

- Encourage your child to take part and support club activities such as coaching & competitions.
- Help your child to arrange golf with other juniors away from club organised activities so they have someone to play golf with.

As a parent/guardian you are encouraged to:

- Discuss any concerns regarding the organisation of activities or the behaviour of adults towards your child with the Club Welfare Officer, who will treat any concerns you or your child may have in the strictest confidence
- England Golf Compliance department are also available for confidential advice:
01526 351824

Club Welfare Officer

Rose Fleming



APPENDIX 9

Photography Consent

This form is to be signed by the legal guardian of a child under the age of 18, together with the child. Please note that if you have more than one child registered you will need to complete separate forms for each.

_____ (Club) recognises the need to ensure the welfare and safety of all children in golf. As part of our commitment to ensure their safety we will not permit photographs, video images or other images of your child to be taken or used without your consent.

The _____ (Club) will follow the guidance for the use of images of children as detailed within the respective Child Protection Policy and Procedures (excerpt attached for information)

The _____ (Club) will take steps to ensure these images are used solely for the purposes for which they are intended i.e. the promotion and celebration of the activities of (County/Club)

If you become aware that these images are being used inappropriately you should inform the Club Welfare Officer immediately.

The photographs may be available on the website http://_____ for the golf season 2017/18. If at any time the parent/ guardian or the child wishes the data to be removed from the website, 7 days' notice must be given to the Club Welfare Officer after which the data will be removed.

To be completed by parent/guardian

I _____ (Parent full name) consent to _____ (name of organisation) photographing or videoing _____ (name of child) under the stated rules and conditions, and I confirm I have legal parental responsibility for this child and am entitled to give this consent.

Signature _____ Date _____

To be completed by child

I _____ (Child full name) consent to _____ (name of organisation) photographing or videoing child) under the stated rules and conditions.

Signature _____ Date _____



APPENDIX 10

Regulated Activity

DISCLOSURE AND BARRING SERVICE ELIGIBILITY FOR CHECKS

The eligibility for requesting DBS checks has changed under recent legislation.

Checks can only be requested if the work that a volunteer or member of staff does fits within the following definition of “Regulated Activity”.

“Regulated activity” is defined as where someone is teaching, training, instructing, caring for or supervising children, or providing advice or guidance on well-being or driving a vehicle only for children, when this activity is done regularly and unsupervised.

“Regularly” is considered to be at least once a week. If the activity was taking place on 4 or more days in a 30 day period, this would also fall within the definition.

If the activity involves any overnight responsibility between 2 am and 6 am then this is also classed as Regulated Activity.

Supervision must be by a person who is working in a regulated activity, must be day to day and must be “reasonable in all the circumstances to ensure the protection of children”.

“regulated activity” would also cover people involved in transporting children as part of their role on behalf of the club, (not parents or with parental consent).

If the activity meets the requirements of the definition, but is supervised, then the club/county will still be able to request a DBS check but the disclosure information will be limited.

**IF THE ROLE DOES NOT MEET THE CRITERIA OF WORKING IN A
REGULATED ACTIVITY, WHETHER SUPERVISED OR NOT, YOU MUST NOT
APPLY FOR A DBS CHECK**

There is further guidance on the England Golf Website under For Golf Clubs – Safeguarding Children – Vetting Staff and Volunteers.

If you require any additional information please contact
Margaret Reed or Andy Wright at England Golf on 01526 351824



CONCLUDING REMARKS - FURTHER HELP

It is to be understood that these procedures are merely guidelines for the protection of all who participate in events organised by the Erewash Valley Golf Club.

The procedures will be reviewed on a regular basis. However, not all circumstances may be covered in this working document. It is important to recognise that, while every effort will be made to ensure the well-being of every child, things can go wrong, by accident or human error.

Any problems that may arise in the course of an event will be dealt with thoroughly, carefully investigated, and the appropriate agencies contacted, where necessary. At every stage parents/guardians will be informed.

If any problem cannot be resolved within the Club, recourse may be had to the EGU Lead Protection Officer, the Regional Development Officer, Social Services, the Police, or to the NSPCC Helpline (0800 800 5000).

Erewash Valley Golf Club trusts that all young people, with the assistance of their parents/guardians will enjoy a rewarding experience enhanced by the coaching provide at our quality facilities and as such progress to a life time of participation enjoyment in the game of Golf.