

Maidenhead Golf Club (MGC) - Junior Section Development and Action Plan



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1. INTRODUCTION

1.1 Junior Section Background at 1st October 2013

Throughout the history of this golf club many dynamic and enterprising initiatives have been successfully delivered by channelling everyone's efforts towards common and agreed goals.

The junior membership currently stands at thirty six with an unequal split between boys (36) and girls (0) which is well below the Clubs maximum of around fifty juniors.

Unfortunately, what we see on paper does not reflect reality, as there are only a handful of the juniors (15) actually playing the game.

This unfortunate situation is further compounded as there is no development blue print plan. This plan should provide vision and direction to ensure there is a structure with clear focus that enhances the junior section in the eyes of the adult membership, gaining their support in order to avoid further decline and possible extinction – in other words something needs to change.

The chosen pathway is not the easiest one to take, there are difficult decisions to be taken that will be supported by this development plan for both rational and purpose. This will ensure that the necessary action is taken to secure the future health of junior golf at MGC.

1.2 Future Vision

The intention is to create an environment where junior golf can thrive by providing opportunities for youngsters of any age, gender or background to participate and develop their talents to whatever level they aspire.

Strategic planning processes are becoming more integrated within the club, which provides a perfect opportunity to introduce this junior development blue print plan to act as a central reference guide for future development. This will become an essential tool in the successful running of the section and will help to facilitate an assessment of the sections current situation, it's aspirations for the future and details of how proposals will be turned into reality.

The junior section management processes will continue to improve through the achievement of receiving the Golf Mark / Club Mark awards and will ensure that there is a safe and well-organised facility for all our junior members.

It is important that our club is viewed positively in the local area, that there is a clear demonstration that the game of golf is welcoming to all, is well managed, embracing and supports the needs of junior players, members, volunteers and coaches who are at the heart of our club.

The continued health of the club and support for all standards of golfers is a key priority for the future

2. KEY OBJECTIVES

2.1 The Club's main objectives are:

- 2.1.1. To create an environment and structure in which young people can play, develop and enjoy golf.
- 2.1.2. To foster and further develop relationships within schools to encourage young people to try golf as a sport and pastime.
- 2.1.3. To encourage girls to join the junior section.

- 2.1.4. To foster and further develop relationships within the local community and other sporting organisations that will ensure the continued growth and health of the junior section.
- 2.1.5. To maintain the Golf Mark / Club Mark awards.
- 2.1.6. To encourage local sponsors and local/national funding organisations to assist in the development of junior golf.
- 2.1.7. To ensure appropriate child protection policies and procedures are maintained within the golf club.
- 2.1.8. To develop a plan to attract new volunteers into the golf club and to support existing volunteers.
- 2.1.9. To develop a plan to encourage members to support the work of the golf club and where necessary, obtain appropriate coaching qualifications.
- 2.1.10. To encourage more volunteers to become coaches and to advance the qualifications of existing coaches.
- 2.1.11. To develop a coaching structure with a consistent approach across all age groups.
- 2.1.12. To further develop the coaching of all our young players.
- 2.1.13. To maintain our well defined pathways from junior golf, for both boys and girls, into cadet and finally adult golf.
- 2.1.14. To communicate with appropriate bodies / individuals in order to support the development of golf within the club and to regularly liaise with all members regarding junior golfing opportunities.
- 2.1.15. To examine the junior facilities available at the golf club in order to identify any gaps in provision or improvements that can be made.
- 2.1.16. To continually monitor and evaluate all golf development initiatives in order to assess the impact and to identify where resources can be best allocated in the future.

3. ACTION PLAN

3.1. Start (Recruitment)

3.1.1. Sources of recruitment and target markets:

New junior golfers are not often aware of the coaching and membership opportunities that exist for them in golf clubs, particularly if they have no existing connection with the game. Promotion within the existing club membership may no longer provide sufficient membership renewal.

3.1.2. Internal Networking – relying on members to encourage friends and family into membership is probably the easiest and most cost effective way to recruit new members. However, MGC can no longer rely on this method alone and should consider other forms of recruitment.

3.1.3. Advertising - this comes at a cost, however the golf club must consider the financial benefits that will arise from attracting optimum membership numbers. There are various methods of advertising which range from low cost ways, such as placing adverts on the clubs website to a classified invitation in the local paper.

3.1.4. Primary and Secondary Schools - Schools are an obvious place to look for young golfers, and mutually beneficial and substantial links can be established between golf clubs and schools through connections with

the local councils. It is essential that the golf club considers what it can offer for the benefit of the school and tailor opportunities accordingly.

3.1.5. **Club based open days and ‘taster’ sessions** - these are a great way to open up the golf club to new members. It is important to have a plan and programme to follow, as children are unlikely to take up golf after just one session.

3.1.6. **Driving range and pitch& putt** - for many beginners this can be their first taste of golf and where they feel most comfortable.

3.1.7. **Other sports clubs** - Local sports clubs provide a good source of new junior members who already enjoy sport. It may also be mutually beneficial to all parties to promote each other’s sport. Football and Rugby clubs are obvious targets as they play their sports mainly in the winter months.

Recruitment Action Plan:

Ref	Action	How / Target	Who	When	Resources
Rec AP 1	Produce a recruitment strategy	Create a basic timeline for actions, each year			In house
Rec AP 2	Involvement with local schools and sports clubs.	Identify priority groups to target			In house
Rec AP 3	Create link with local sports centres.	Identify priority target			In house
Rec AP 4	Increase participation and activity	Deliver a programme of “taster sessions”			Match funding MGC / EGU
Rec AP 5	Apply for EGU grants	Complete application forms.			In house

3.2 Stay (Retention).

3.2.1 MGC should hold an informal welcoming evening for new junior members as it allows them to be introduced to club officials and other new members at the same time. It should be emphasised that the juniors are

expected to attend as these evenings are for their benefit and for them to demonstrate their commitment to becoming an active members of the golf club.

- 3.2.2. Why and for whom - This is an informal way of introducing new members to the club officials and allows the new juniors to be shown around all the facilities. New junior members can meet both new and existing adult members, helping them integrate into the club. The event should be more of a social event. If new members enjoy the evening and make new friends, they may be more likely to support future social events.
- 3.2.3. The invitation should be to the whole family rather than just the individual as it may encourage other members of the family to join.
- 3.2.4. Other individuals that may wish to attend could include the Secretary, Professional(s), junior members (including Junior Club Captain & Vice Captain) and anyone else that supports the junior section.
- 3.2.5. A formal element of the evening is needed, so a short introductory speech by the club captain or junior organiser should serve as an official welcome to the new members.
- 3.2.6. Officials could introduce themselves to the new members and give a brief outline of their role within the golf club.
- 3.2.7. Provide new junior members with an induction booklet, to include the following details:-
 - a. Contact numbers for club officials.
 - b. Dress code guidelines.
 - c. Competition dates and times.
 - d. Entry to competition regulations.
 - e. Attendance / progress at coaching.
 - f. How to obtain a handicap.
 - g. Rules of golf and etiquette guidelines.
 - h. Rules of the golf club.
 - j. Junior members' names and contact numbers.
 - k. Golf foundation Golf Passport Scheme.
 - m. EBGC Junior Golf Charter – What the junior should commit to (playing in a set number of competitions per year, attendance at coaching sessions and to abide by the rules and regulations).
- 3.2.8. Golf is no different to other sports in losing young players at 18 years of age and this can be due to a number of golf related reasons:
 - a. Restrictions on playing in the main / adult competitions.
 - b. Very strict club rules and regulations.
 - c. Attitudes of the golf club and adult members towards juniors.
 - d. The junior section not being supported by the golf club.

- e. A change of personnel within the junior section or not being able to replace the outgoing junior organiser (no continuity)
- f. Perception and image of golf and club membership.
- g. Time constraints to playing golf.
- h. High membership subscriptions.
- i. Lack of coaching and competitive opportunities.

Fortunately MGC have overcome most of the above problems.

3.2.9. To maintain the health of the MGC Junior Section key initiatives need to be maintained and monitored.

- a. Developing junior club structures.
- b. A junior 'development plan' to ensure continuity.
- c. Appropriate coaching provision for junior members.
- d. The number and variety of competitive opportunities.
- e. Making the club junior membership package more attractive – social activities.
- f. The cost of subscriptions, especially if there is a big increase between junior, cadet and adult fees.
- g. Membership categories beyond junior membership.
- h. Support for all abilities and target groups, not just the most talented players.
- j. Examine the club rules and regulations – do they need up-dating.
- k. Communicating with parents of junior members, ultimately they will probably be paying for their children's membership.
- m. Financial support for the junior section.
- n. Building a stronger relationship between the junior section and the other sections of the golf club.

Retention Action Plan:

Ref	Action	How / Target	Who	When	Resources
RAP 1	Increase membership	Promote membership vacancies through various types of marketing. Produce an induction / welcoming booklet			In house
RAP 2	Monitor junior membership	Annual review			In house

RAP 3	Support / develop current junior members	Junior Golf Charter. Young Master Golfer (YMG),			In house
RAP 4	Maintain the Golfmark / Clubmark awards	Complete Annual updates and re-assessments.		Aug/Sep each year	In house

3.3 Communication

3.3.1. Communication with junior members is vital, not just to provide them with an understanding of how the MGC junior section works, but it also allows the golf club to highlight the appropriate messages it wishes to promote. The golf club should not expect juniors to know anything without informing them first and this can be done through the use of:

- a. Junior member's information notice board.
- b. Tee times.
- c. Junior member's induction handbook.
- d. MGC website (or junior page on the clubs' main website).
- e. Letters to juniors and parents.

3.3.2. Adult members also have an encouraging role to play, as aggressive or harsh words, from an adult member, can put a child off golf club membership for life.

3.3.3. What should appear on a junior notice board and / or website?

- a. Details of those involved within the junior section.
- b. Rules and etiquette.
- c. Dress codes.
- d. Most improved player of the month
- e. Coaching dates and times.
- f. Competition results.
- g. Competition dates and entry requirements.
- h. Appropriate contact details (Club, County and National).
- i. Child protection policy / information.

3.3.4. It is equally as important for the junior organiser to communicate with the parents of the junior members.

Communication Plan:

Ref	Action	How / Target	Who	When	Resources
CP 1	Produce a communication strategy, (internal and external)	Ensure all appropriate individuals are involved within the decision making process within the club			In house
CP 2	Communication (internal and external)	Maintain junior section notice board and website. Letters / e-mails to juniors and parents.			In house

3.4 Player Development

3.4.1. MGC needs to provide fun and enjoyable activities for the junior section, with the intention of encouraging juniors through friendly and competitive interaction in a team environment and assisting the personal development of individual golfers.

3.4.2. Activities need to include coaching programmes, golfing games and skills challenges, both for individuals and in teams, which is outlined in greater detail through the Junior Golf Passport Scheme and the Young Master Golfer (YMG).

3.4.3 Coaching is vital for young golfers to develop and improve their game and this should be conducted as part of a structured programme, delivered by the professional coaching team at MGC. Volunteers, including the junior organiser may be required to take a coaching qualification through the PGA's coach education programme, which will allow volunteers to assist qualified coaches.

3.4.5. Junior golfers should:

- a. Have the opportunity to receive regular, competent and enthusiastic instruction of the swing technique, fundamentals of the short game and course management.
- b. Be taught about the tradition and history of the game, including rules and etiquette.
- c. Be provided with a structured programme that encourages friendships and social skills.
- d. Receive sessions where the focus is on fun and demonstrate that playing golf can be a great experience that can raise self esteem, for example – Skills challenges.

3.5. Introduction, Handicapping and Competitions

- 3.5.1. Obtaining their first handicap is a memorable experience for many junior golfers and MGC will aim to make this process simple and not too lengthy. A handicap is often the easiest way of monitoring the improvement of juniors and provides a real motivation for youngsters to continue or increase their participation within the game.
- 3.5.2. A new junior handicapping scheme has been introduced to make an easier way for MGC to assign junior handicaps through the recommended CONGU scheme, allowing juniors to obtain a handicap up to 54.
- 3.5.3. Junior golfers will be encouraged to practice, to help them develop and reduce their handicap and it is important that there are opportunities for them to practice in a safe and interactive environment. Juniors should also be provided with the correct information to practice and this can be achieved by integrating it into a structured coaching programme.
- 3.5.4. Access to regular and diverse competitive golf within the golf club will assist a junior's development and of course is the method by which players reduce their handicaps. Juniors should be supported so that they can reach a certain standard to progress onto the course and into competitions. Any restrictions for juniors to compete in main club competitions should be no different to those for adults.

3.6 Practice.

- 3.6.1. Practice will help the juniors to focus and improve their game and can be conducted in a fun and interactive way. Some juniors may wish to spend all their time on the course, whilst others will understand the benefits of practice.

3.7 Competitions

- 3.7.1 It is important that a junior golfer be allowed to play competitive golf as soon as they are ready, however they should be supported and taught the required skills to make playing competitive golf enjoyable. There should be a structured route for a junior to progress through the various stages of playing competitive golf. Progression into competitive golf should be linked into a structured coaching programme. The various stages might be as follows:-
 - a. Allow them to play 9 holes accompanied by an adult to advise them on etiquette and course management during the course of play.
 - b. The juniors' scores should be recorded each time to measure their improvement
 - c. A junior handicap can be obtained after playing 6 or 9 holes (see recommended handicapping scheme).
 - d. Progression to a full 18 holes, accompanied by an adult.
 - e. The junior's knowledge of the rules of golf, etiquette and course management should also be monitored, as this will help determine when a junior is able to play unaccompanied by an adult.
 - f. Juniors with handicaps of 29 – 54 (boys) and 36 – 54 (girls) should be classed as beginners and therefore should only play in junior competitions until they obtain a CONGU handicap.
 - g. Age should not be a barrier to prevent juniors playing in club competitions.

- h. Encourage juniors to play in competitions, to help them maintain an accurate handicap and avoid criticism.
- j. MGC should hold a 36 hole Junior Championship for their junior members on a weekend, to allow parental support for the main junior event of the year, having a gross and nett score winner for boys and girls (number of entrants allowing).

3.7.2. To help our juniors mix with other members of the golf club and also to help them develop, internal matches should be arranged between the junior section and the other sections of the golf club, such as:

- a. Seniors' section.
- b. Club Team.
- c. Ladies' section.
- d. The Board of Directors.

3.7.3. With regard to juniors playing in main adult competitions, such as monthly medals or the club championship, it is recommended that ability (not age) should be the only factor for juniors participating.

Player Development Plan:

Ref	Action	How / Target	Who	When	Resources
PD 1	Support the development of junior players.	Introduce Junior Golf Charter, Passport Scheme and Young Master Golfer.			In house
		Provide a range of coaching and competitive opportunities for boys and girls			In house
		Introduce new junior handicapping scheme			In house

3.8 Coaching

Coaching at golf club level is a vital part of a juniors' development, as instruction through a structured system provides a solid footing from which to progress. MGC shall devise a policy for junior coaching to ensure a strategic approach that will develop the juniors along a structured pathway and which incorporates the Junior Golf Passport scheme, or the Young Master Golfer. This policy will address the following:-

3.8.1. **Coaching personnel** – Qualified PGA professionals should always be used to ensure a certain standard of coaching and continuity.

- 3.8.2. **Funding issues** – Various sources of funding should be explored and applications submitted, where appropriate, for example the EGU / ELGA Junior Club Coaching Grants.
- 3.8.3. **Frequency and times of sessions** – the time of year, day of the week and time of the day will all need to be considered in order to ensure maximum support from the juniors.
- 3.8.4. **Consultation** – Consultation with the junior's will help to identify the optimum time and establish whether sessions are based during the summer or throughout the year.
- 3.8.5. **Age and ability of attendees** – Similar ability groups are more manageable for the Professional.

It is recommended that the Head Professional should have an input into the coaching programme and that volunteer coaches are utilised in order to maximise the number of junior members that can attend coaching sessions.

Coaching Plan:

Ref	Action	How / Target	Who	When	Resources
CP 1	Support for coaching	Liaise with the Head Professional on all coaching matters			In house
CP 2	Produce a coaching plan	Create a basic timeline of actions each year			In house
CP 3	Secure Coaching Funds	Examine internal and external funding opportunities			In house
CP 4	Utilise initiatives to deliver coaching	Golf Foundation, Golf Passport Scheme plus Young Master Golfer			In house

3.9 Volunteer Support

To develop a plan to attract new volunteers to support the MGC Junior Section.

Volunteer Plan:

Ref	Action	How / Target	Who	When	Resources
VP 1	Identify volunteer roles	Define volunteer roles that currently exist and those that are required – keep register			In house
VP 2	Increase number of volunteers involved	Encourage existing members to support voluntary positions within the club			In house
VP 3	Communication and support for parents	Hold a parents evening (including junior members and non-members)			In house
VP 4	General communication	Regular communication with parents via letters, e-mails and the web site.			In house

3.10. Monitoring and Evaluation

To continually monitor and evaluate all golf development initiatives in order to assess the impact and identify where resources can be best focused.

Monitoring Plan:

Ref	Action	How / Target	Who	When	Resources
MP 1	Continually monitor development initiatives	Complete a junior section health check. Create a database to help monitor initiatives and record participants/junior member activity. Use notice board and web-site			In house

MP 2	Junior members requirements	Collect and analyse data on participants, as appropriate, in order to understand junior golf activity			In house
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3.11. Golf Mark / Club Mark.

3.11.1. The Golf Mark / Club Mark awards are national schemes that identify and recognise 'junior and beginner friendly' golf facilities.

3.11.2. MGC junior section will, potentially, be supported in three main areas of coaching and playing; club environment (including sports equity and ethics) and child protection and duty of care.

3.11.3. Some examples of questions that need to be satisfied to gain GolfMark / ClubMark are:

- a. How many junior competitions does the club run throughout the year?
- b. Does the club offer group coaching, including non-members, if appropriate?
- c. What does your coaching include?
- d. Does your golf club have a minimum age restriction for junior members?
- e. Is the percentage of active junior members high, medium or low?
- f. Does the golf club have a junior development plan?
- g. Has the golf club adopted the CiG child protection policy?
- h. Does the golf club request that DBS and ISA checks are made for all relevant personnel?
- J Is the child protection policy clearly displayed?

3.11.4 In order to educate both junior members and their parents on the range of golfing opportunities that exist beyond the golf club environment, the junior organiser should be aware of the national development plan, county and local structures and the various stages of player development.

4. Policy Document

4.1 Safeguarding and Child Protection Policy

Mission Statement

Children and young people have the right to have fun and be safe when taking part in any sport. Golf has powerful and positive influences on children and young people which help to develop valuable qualities. It is important therefore that MGC places the welfare of children and young people first and adopts practices that support, protect and empower them. An environment of care, patience, understanding and encouragement will give the best start to the young golfer. The welfare of each child and young person is paramount.

4.1.1. In making provision for children and young people, the following considerations must underpin all decisions and policies.

- a. The welfare of each child and young person is paramount
- b. All children and young people have the right to protection from abuse.
- c. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

4.1.2. All staff (paid / unpaid) have a responsibility to report concerns to the appropriate officer.

4.1.3. Staff / volunteers are not expert in dealing with situations of abuse but should know how to properly handle any information that may come to their attention.

Policy Statement

MGC has a duty of care to safeguard all children and young people, in the club organisation, from harm. All children and young people have a right to protection and MGC will ensure the safety and protection of all children and young people involved in club activities through adherence to the Safeguarding and Child Protection Policy adopted by MGC. Young people are defined as those less than 18 years old. Children are defined as those less than 16 years of age.

Policy Aims

The aim of the MGC, Safeguarding and Child Protection Policy is to promote good practice. Providing children and young people with appropriate safety and protection whilst in the care of MGC allow all staff / volunteers to make informed and confident responses to specific child protection issues.

4.1.4. Good Practice Guidelines

All personnel should be encouraged to demonstrate exemplary behaviour in order to protect themselves from false allegations.

Good Practice examples.

- a. Treat all young people equally, with respect and dignity.
- b. Always put the welfare of each young person first, before winning or achieving goals.
- c. Maintain a safe and appropriate distance with players, whilst building balanced relationships based on mutual trust.
- d. Work in an open environment and avoid regular private or unobserved situations.
- e. Make golf fun, enjoyable and promote fair play.
- f. Ensure any form of manual / physical support is provided openly.
- g. Young people should always be consulted and their agreement gained. Involve parents / carers whenever possible and encourage their responsibility for their children.
- h. Give enthusiastic feedback.
- i. Secure parental consent, in writing, to act as 'in loco parentis' if need arises and administer emergency first aid and / or other medical treatment.
- j. Keep a written record of any injury that occurs and treatment given.

- k. Keep a record of specific medical conditions and the need for regular medication.
- l. On acceptance into the junior section, gain written parental consent, if club officials are required to transport young people in their cars.
- m. Ensure that members volunteering to transport children / young people, have been DBS and ISA checked.
- n. Videoing as a coaching aid: There is no intention to prevent club coaches using video equipment as a legitimate coaching aid. However, children and young people and their parents should be made aware that this is part of the coaching programme and that such films will be stored securely and safely. Written, signed permission for videoing is to be obtained from the respective parent.

4.1.5. Procedures to prevent abuse.

Recruitment and Selection.

- a. MGC recognises that anyone may have the potential to abuse children and young people in some way. All reasonable steps will be taken, using the following procedures, to ensure that only suitable people work with our young golfers;
- b. All volunteers / staff must complete an application and disclosure form and consent should be obtained from the applicant to seek information from the DBS.

Induction.

- c. The job requirements and responsibilities should be clarified. Child Protection procedures are explained and training needs are identified and appropriate training offered

Training.

The club may require staff / volunteers to:-

- (1) Attend a recognised good practice and child protection awareness training workshop, to ensure their practice is exemplary and to facilitate the development of a positive culture towards good practice and child protection.
- (2) Complete a recognised training course on child protection.
- (3) Be prepared to attend updated training as and when necessary.

Recognising signs of abuse.

- d. Indicators of abuse include:-

- (1) Unexplained or suspicious injuries (e.g. bruising).
- (2) Injury for which the explanation seems inconsistent.
- (3) A child describes an act which may have been abuse.
- (4) Unexplained changes in behaviour, e.g. eating, cleanliness, inappropriate sexual awareness
- (5) Distrust of adults.

(6) Difficulties in social interaction with children and / or adults.

The key to successful child protection is common sense but it is important to react immediately to any disclosures, suspicions or allegations.

Procedure to follow should a disclosure be made.

- (1) Reassure the child.
- (2) Take the child seriously.
- (3) Keep questions to a minimum.
- (4) Record all that is said, explaining confidentiality.
- (5) Record details of the nature of the allegation.
- (6) Describe any injuries.
- (7) Record names of witnesses.
- (8) Record dates and times.
- (9) Report facts to the Club Welfare Officer.

Confidentiality

Every effort should be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a 'need to know' basis only. This includes the following people as appropriate:-

- (1) The parents of the person who is alleged to have been abused.
 - (2) The person making the allegation.
 - (3) Social services / police.
 - (4) The sport's governing body Child Protection Officer.
 - (5) The alleged abuser (and parents, if the alleged abuser is a child) – Social services to be consulted in this matter.
- e. Information should be stored in a secure place with limited access to designated people, in line with the data protection laws, (e.g. that information is accurate, regularly updated, relevant and secure).
- f. The club will assure all staff / volunteers that it will fully support and protect anyone who in good faith reports a concern that a child may be at risk to abuse.

4.1.6 Detailed record to be completed for social services / police.

- a. The child's name, age and date of birth of the child.
- b. The child's home address and telephone number.
- c. Whether or not the person making the report is expressing their own concerns or those of someone else.

- d. The nature of the allegation, include dates, times, any special factors and other relevant information.
- e. Make a clear distinction between what is fact, opinion or hearsay.
- f. A description of any visible bruising, or other injuries. Also any indirect signs, such as behavioural changes.
- g. Details of witnesses to the incidents.
- h. The child's account, if it can be given, of what has happened and how any bruising, or other injuries, occurred.
- i. Have the parents been contacted?
- j. If so, what has been said?
- k. Has anyone else been consulted? If so record details.
- l. If the child was not the person who reported the incident, has the child been spoken to? If so what was said?
- m. Has anyone been alleged to be the abuser? Record details.
- n. Where possible referral to the police or social services should be confirmed in writing within 24 hours and the name of the contact, who took the referral, should be recorded.

4.2 Adult Code of Conduct

This code of conduct has been designed to ensure that all Adults have a point of reference providing the minimum standards expected when participating in golfing activities with juniors. All adults should ensure that they are fully conversant with the code and should strive to meet the code at all times

- a. Code of Conduct for Staff, Members, PGA Professionals, Coaches and Volunteers.
 - (1) Respect the rights, dignity and worth of every person within the context of golf.
 - (2) Treat everyone equally and do not discriminate on the grounds of age, gender, religion, sexual orientation or disability.
 - (3) If you see any form of discrimination, do not condone it or allow it to go unchallenged.
 - (4) Place the well-being and safety of the young person above the development of performance.
 - (5) Develop an appropriate working relationship with young people, based on mutual trust and respect.
 - (6) Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the young person's full consent and approval.
 - (7) Always work in an open environment (e.g. avoid private or unobserved situations and encourage an open environment).
 - (8) 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.
 - (9) Know and understand the 'Children in Golf (Cig), Child Protection Policies and Procedures.

- (10) Respect young people's opinions when making decisions about their participation in golf.
- (11) Inform players and parents of the requirements of golf
- (12) Be aware of and report any conflict of interest as soon as it becomes apparent.
- (13) Display high standards of language, manner, punctuality, preparation and presentation.
- (14) 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.
- (15) Do not give young people alcohol when they are under the care of the Club.
- (16) Hold relevant qualifications and insurance cover.
- (17) Ensure the activities are appropriate for the age, maturity, experience and ability of the individual.
- (18) Promote the positive aspects of golf, e.g. fair play.
- (19) Display high standards of behaviour and appearance.
- (20) Follow GiG guidelines set out in the CiG Policy and any other relevant guidelines issued.
- (21) Ensure that you attend appropriate training to keep up-to-date with your role and the welfare of young people.
- (22) Report any concerns you may have in relation to a young person, follow reporting procedures laid down by CiG.

4.3 Junior Code of Conduct.

This code of conduct has been designed to ensure that all Young Golfers have a point of reference providing the minimum standards expected when participating in golfing activities. All Young Golfers should ensure that they are fully conversant with the code and should strive to meet the code at all times.

- a. Always behave responsibly and appropriately, complying with the rules of the club at which you are playing.
- b. Ensure that all golfers are able to participate in golf without fear of ridicule, harassment or restriction.
- c. Treat other golfers with the same respect and fairness you would like them to show you.
- d. Demonstrate fair play on and off the course. Respect differences between yourself and others.
- e. Speak out if you have concerns about anything, your own needs and the needs of others, including discrimination and prejudice.
- f. Be organised and on time.

4.3 Expectations

MGC expects Parents / Carers to:

- a. Encourage your child to learn the rules and play within them.

- b. Support your child's involvement and help them enjoy their sport.
- c. Encourage fair play.
- d. Help your child to recognise good performance, not just results, and applaud the good performances of all.
- e. Always accept officials' judgements and decisions graciously. .
- f. Never punish or belittle a child for losing or making mistakes.
- g. Never force your child to take part in sport.

Alan Sweet

Junior Golf Development Officer.

Maidenhead Golf Club

28.10.2013.