



CHAPEL-en-le-FRITH GOLF CLUB LTD

CHILD PROTECTION POLICY AND DOCUMENTATION

Junior Section Contacts:

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Next Review Date: 1 March 2019

SAFEGUARDING CHILDREN AND CHILD PROTECTION POLICY

INTRODUCTION

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 Chapel-en-le-Frith Golf Club 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.

POLICY DETAILS

Chapel-en-le-Frith Golf Club has considered its responsibilities to the children participating in golf at our premises and within our club very carefully, and has produced the following Safeguarding and Child Protection Policy and underpinning procedures in order to set out the standards we wish to uphold in providing activities for children and safeguarding the welfare of children in our care.

Chapel-en-le-Frith Golf Club affiliates to the Derbyshire Union of Golf Clubs and the English Golf Union and our professional coaching staff are members of the Professional Golfers Association. The Club recognises the policies of these Governing Bodies, as set out at www.childreningolf.org/about-us/roles-responsibilities

1. POLICY STATEMENT

Chapel-en-le-Frith Golf Club acknowledges its duty of care to safeguard the welfare of all children (defined as those under 18) involved in golf within the club. All children have a right to protection, and have their particular needs taken into account.

Chapel-en-le-Frith Golf Club will therefore endeavour to ensure the safety and protection of all children involved with the club through the Child Protection guidelines adopted by the Management Committee of the Club. It is the responsibility of all adults within the club to assist the Management Committee in this endeavour.

2. POLICY AIMS

- To provide children with appropriate safety and protection whilst in the care of the club and to also help them to enjoy their experience of the sport.
- To reassure parents that their children will receive the best practicable care possible whilst participating in activities within the club.
- To provide support to staff and volunteers to make informed and confident responses to specific child protection issues and to fulfil their role effectively.

3. PRINCIPLES

- The welfare of children is paramount.
- All children, whatever their age, culture, disability, gender, language, ethnic origin and religious beliefs have the right to protection from abuse.
- All suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately.
- All staff and volunteers working in golf have a responsibility to report concerns to the Club Welfare Officer.
- Adults – staff, volunteers, coaches, referees and members will be supported to understand their role and responsibility with regard to the duty of care and protection of children and young people.

- Individuals will receive support through education and training to be aware of and understand best practice and how to manage any welfare or child protection issues that may come to light.
- Chapel-en-le-Frith Golf Club will work in partnership with parents to review and implement child protection and welfare procedures.
- Chapel-en-le-Frith Golf Club's policy and procedures are based on the above principles and UK and international legislation and government guidance and take the following into consideration:
 - The Children Act 1989 and 2004.
 - The Data Protection Act 1994 and 1998.
 - The Police Act 1997.
 - The Human Rights Act 1998.
 - The Protection of Children Act 1999.
 - Caring for the young and vulnerable – Home Office Guidance for preventing the abuse of trust 1999.
 - The Criminal Justice and Court Services Act 2000.
 - What to do if you are worried a child is being abused 2006.
 - Working Together to Safeguard Children 2006 and 2010.
 - The UN Convention on the Rights of the Child.
- Any subsequent legislation relating to child protection would implicitly be incorporated into this document.

4. RESPONSIBILITIES AND COMMUNICATION

- The Chapel-en-le-Frith Golf Club Child Protection Policy will be available to all members, parents, staff, volunteers and participants.
- The Policy will be reviewed every three years by the Management Committee and amended as appropriate. Guidance from golf's governing bodies will be sought as part of the review process.
- The Management Committee has responsibility for ensuring that the policy and procedures are implemented, including taking any appropriate disciplinary action necessary.
- The Club Welfare Officer has responsibility for responding to any allegations, concerns or child protection incidents, passing information to the appropriate National Governing Body Lead Child Protection Officer and informing the appropriate club staff.
- Parents have a responsibility to work together with the Club in implementing procedures and providing their children with the necessary information to safeguard themselves.

CODE OF CONDUCT FOR PROFESSIONAL COACHES, STAFF AND VOLUNTEERS

RIGHTS

- Respect the rights, dignity and worth of every person.
- Help create an environment where all children have an equal opportunity to participate.
- Help create and maintain an environment free of fear and harassment.
- Recognise the rights of all children to be treated as individuals.
- Recognise the rights of parents and children to confer with other coaches and experts.
- Promote the concept of a balanced attitude, supporting the well-being of the child both in and out of golf.
- Do not discriminate on the grounds of sex, marital status, race, colour, disability, sexuality, age, religion or political opinion.
- Do not condone or allow to go unchallenged any form of discrimination or prejudice.
- Do not publicly criticise or engage in demeaning descriptions of others.
- Communicate with children in a manner that reflects respect and care.

RELATIONSHIPS

- Develop relationships with parents and children based on openness, honesty, mutual trust and respect.
- Do not engage in any behaviour that constitutes any form of abuse (physical, sexual, emotional abuse, neglect or bullying).
- Be aware of the physical limits of children and ensure that training loads and intensities are appropriate.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines.
- Always try to work in an open environment (eg avoid private or unobserved situations).
- Do not engage in any form of sexually related contact with children. Sexual innuendo, flirting or inappropriate gestures and terms are also unacceptable.
- Promote the welfare and best interests of children.
- Explain to parents, as appropriate, the potential impact of the coaching programme on the child.
- Arrange to transfer a child to another personal coach if it is clear that an inappropriate relationship is developing.
- Be familiar with the Club's Child protection Policy and procedures.
- Report any concerns you may have in relation to a child or the behaviour of an adult, and follow reporting procedures.
- Consider the child's opinions when making decision about their participation in golf.
- Inform parents and children of the etiquette and practical considerations when playing golf.
- Inform parents of any potential financial implications.

RESPONSIBILITIES AND PERSONAL STANDARDS

- Demonstrate proper personal behaviour and conduct at all times.
- Be fair and honest with all children.
- Develop an appropriate working relationship with children based on mutual trust and respect.
- Always emphasise that the wellbeing and safety of the child is more important than the development of performance.
- Do not smoke or drink alcohol while actively working with children.

- Never use recreational or performance-enhancing drugs.
- Do not give young people alcohol, cigarettes or drugs.
- Promote the positive aspects of golf (eg fair play, honesty and etiquette).
- Attend appropriate training to enable you to keep up-to-date with your role and matters relating to the welfare of children.
- Hold relevant qualifications.
- Ensure the necessary insurance cover is in place.

GOOD PRACTICE GUIDELINES

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

Good practice examples:

- Treat all young people equally with respect and dignity.
- Always put welfare of each young person first, before winning or achieving goals.
- Maintain a safe and appropriate distance with players, whilst building balanced relationships based on mutual trust.
- Work in an open environment and avoid regular private or unobserved situations.
- Make golf fun, enjoyable and promote fair play.
- Ensure any form of manual/physical support is provided openly. Young people should always be consulted and their agreement gained.
- Involve parents/carers wherever possible; encourage their responsibility for their children.
- Give enthusiastic feedback.
- Secure parental consent in writing to act 'in loco parentis' if need arises and administer emergency first aid and/or other medical treatment. Keep a written record of any injury that occurs and treatment given. Keep a record of specific medical conditions and the need for regular medication.
- Gain parental consent if club officials are required to transport young people in their cars (see Transport Policy).

VIDEOING AS A COACHING AID

There is no intention to prevent club coaches and teachers 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 such films should be stored securely and safely. Parents/carers will be asked to complete and sign a permission form for the use and storage of photographs and/or recorded images.

PROCEDURES TO PREVENT ABUSE

Recruitment and Selection

Chapel-en-le-Frith Golf Club 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.

- All volunteers/staff should complete an application and disclosure form and consent should be obtained from the applicant to seek information from the Criminal Records Bureau.

Induction

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:

- 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.
- Complete a recognised training course on child protection.
- Be prepared to attend update training when necessary.

RECOGNISING SIGNS OF ABUSE

Indicators of abuse include:

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

PROCEDURE TO FOLLOW SHOULD AN ALLEGATION OR DISCLOSURE BE MADE

- Reassure the child
- Take the child seriously
- Keep questions to a minimum
- Record all that is said (using the CiG Incident Form, see Appendix 1), explaining confidentiality but make them aware that you will have to share the information with the Club Welfare Officer (or another appropriate person if the allegation involves the Club Welfare Officer)
- Record details of the nature of the allegation but don't probe for too much detail, this is for the police or social services to determine
- Describe any injuries
- Record names of witnesses
- Record dates and times

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:

- The parents of the person who is alleged to have been abused
- The person making the allegation
- Social services/police
- The Sport Governing Body Child Protection Officer
- The alleged abuser (and parents if the alleged abuser is a child) – Social Services to be consulted in this matter

Information should be stored in a secure place with limited access to designated people in line with data protection laws (eg that information is accurate, regularly updated, relevant and secure). 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 from abuse.

DETAILED RECORD TO BE COMPLETED FOR SOCIAL SERVICES/POLICE

- The child's name, age and date of birth of child.
- The child's home address, telephone number and email address if available.
- Whether or not the person making the report is expressing their own concerns or those of someone else.
- The nature of the allegation.
- Include dates, times, any special factors and other relevant information.
- Make a clear distinction between what is fact, opinion or hearsay.
- A description of any visible bruising or other injuries.
- Also any indirect signs, such as behavioural changes.
- Details of witnesses to the incidents.
- The child's account, if it can be given, of what has happened and how any bruising or other injuries occurred.
- Have the parents been contacted? If so, what has been said?
- Has anyone else been consulted? If so, record details. If the child was not the person who reported the incident, has the child been spoken to? If so, what was said? Has anyone been alleged to be the abuser? 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.

EMERGENCY & INCIDENTS PROCEDURE INVOLVING JUNIORS

The Junior Player Profile containing the medical details will be obtained and retained by Chapel Golf Club for all children who are members or attending coaching at the club.

These forms will be available at all times and reviewed each year.

They will be treated in confidence and only shared with those people who require the information they contain to perform their role effectively.

In the event of a child requiring medical attention:

- The parents will be contacted immediately
- In the event of failure to contact the 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 on their behalf
- An adult club representative will accompany the child to seek medical attention, if appropriate
- A record of the action will be made and retained by Chapel Golf Club.

BULLYING AND HARRASSMENT

Chapel Golf Club does not tolerate bullying in any form. To mitigate against such occurrences every effort will be made to supervise young people on and off the course during official Junior Section events. The Junior Committee will observe behaviour of individuals and groups and promote an open environment where young people can voice any concerns they might have. Suspicions/allegations of bullying or harassment will be handled as other forms of abuse and referred to the Club Welfare Officer.

CHANGING ROOMS GUIDELINES

1. Adults should not change or shower at the same time using the same facility as young people.
2. Adults should try to change at separate times to young people.
3. If young people need to share a changing facility with adults, their parents should be allowed to supervise them while they are changing.
4. Players aged 10 or under must be supervised at all times in changing rooms by two members of staff, of the same gender as the players.
5. Mixed gender teams must have access to separate male and female dressing rooms.
6. If young people are uncomfortable changing or showering in public no pressure should be placed on them to do so. Encourage them to do this at home.
7. For disabled players the club should involve them and their carers in deciding how, if applicable, they wish to be assisted to change and ensure they provide full consent to any support or assistance required.

CHAPEL-EN-LE-FRITH GOLF CLUB

Recommendations for Parents of Juniors at Chapel Golf Club

- Parents are reminded that it is their responsibility to agree with their son/daughter the circumstances in which the Junior may leave the club premises and/or the arrangements for safe collection.
- No child aged 10 or under is allowed to play on the course without an adult.
- Parents must be aware that a road crosses the course in two places. It is the parent's responsibility to ensure all Juniors receive appropriate guidance in crossing roads. If the Junior is going to play golf when not accompanied with an adult it is the parent's responsibility to ensure that their child is properly trained and competent in crossing a road.
- Parents should be aware of any restrictions on playing on the course.
- Parents should take an interest in who their son/daughter is playing with. Introduce yourself if it is someone you do not know.
- Please make sure your child has some spending money, protective clothing and/or sunscreen for the weather of the day.
- Introduce yourself to the adults involved in the supervision of the Junior section and spend some time talking to the Junior Organiser, PGA Professional and other club officials.
- Be punctual when dropping off and collecting your children. Make sure your child knows what time they are being picked up and by whom.
- Please ensure the club has an emergency contact number for you, preferably a mobile number that is contactable.
- Go through the Code of Conduct, Junior Members Handbook and Code of Appropriate Behaviour with your child to ensure they and you understand what is expected from them.
- Please do not bring your child to the course to play alone. Telephone numbers of other Juniors are available in the diary or at the club.
- Please remember to advise the club of any changes to your child's particular needs or medical condition. This will have been established on the "Junior Player Profile Form" completed at joining.

Lastly please be aware that whilst the Club has Public Liability Insurance it is strongly recommended that all members take out their own insurance. Please check your household insurance to see if your child is covered by public liability.

CHAPEL-EN-LE-FRITH GOLF CLUB

CODE OF APPROPRIATE BEHAVIOUR

Following incidents involving Juniors at Chapel Golf Club the Junior Committee have decided that the following are deemed as 'unacceptable' whilst on Chapel Golf Club premises:-

- Slamming clubs into the ground or into bags
- Damaging the course
- Throwing clubs
- Verbal abuse or bad language
- Throwing golf balls or hitting in anger
- Disrespecting playing partners, members of staff or supervisors
- Inappropriate behaviour in the clubhouse
- Anything in addition to the above that puts others in danger
- Bullying – this includes online bullying via any of the social networking sites
- Any other behaviour deemed "inappropriate" by the Junior Organisers or Club officials.

PENALTIES

The following penalties will apply to any reported offences but the Golf Club Committees reserve the right to apply **any** of the penalties if the offence is deemed to be of a serious nature.

1st reported offence	Verbal warning from the Junior Organiser.
2nd reported offence	Formal verbal warning. Parents informed in writing.
3rd reported offence	Ban from the course and club premises for a period decided by the Junior Committee. Parents informed in writing. No recompense for loss of use of facilities.
4th reported offence	Suspension or cancellation of membership with no recompense.

**The above will apply forthwith to all Junior Members.
By order of your Junior Committee and the Junior Section Support Group**

CHAPEL-EN-LE-FRITH GOLF CLUB

CODE OF CONDUCT FOR YOUNG PEOPLE

This Code of Conduct has been written to make sure that all young golfers at Chapel-en-le-Frith Golf Club know the standards of behaviour that are expected of them when playing or attending coaching. This will help volunteers, coaches and staff at the club look after you and make sure that every young person is able to enjoy their time at the club.

Each junior member is expected to:

- Treat all other golfers (whether adult or junior), organisers, volunteers, coaches and members of staff with the same respect and fairness you would like them to show to you.
- Help create and maintain an environment free of fear, ridicule or 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.
- Respect physical, cultural and racial differences.
- Challenge or report if you see any form of discrimination or prejudice.
- Challenge and report behaviour that falls below the expected standards of the club.
- Speak out if you are concerned about anything, your own needs or the needs of others or that you or others have been poorly treated.
- Be organised and on time.
- Do not leave the club following a coaching session, match or competition without the knowledge and permission of the Junior Organiser or a person in charge.
- Follow the club rules and dress codes.
- Listen to the Junior Organiser and other representatives of the club and comply with their requests. They have your best interests and those of the whole club in mind.
- Demonstrate the highest standards of behaviour at all times.
- Advise the Junior Organiser or Coach of any medical conditions which may affect your standard of play.
- Observe instructions or restrictions applied by appropriate members of staff.
- You must not take part in any irresponsible, abusive, inappropriate or illegal behaviour such as:
 - Using foul language
 - Smoking
 - Consuming alcohol or illegal performance enhancing drugs.
 - Engage in sexual behaviour
 - Gambling (eg on gaming machines)

Chapel-en-le Frith Golf Club

JUNIOR SECTION TRANSPORT POLICY

It is the responsibility of the parent/carer to organise the transport of their child/ren to and from organised activities.

Where it is necessary for representatives of the Club to transport children to events they must have written permission from parents/carers to do so. Details of the driver, car, destination, route, and estimated time of collection/return will be communicated to the parents/carers.

All parties should have the relevant emergency contact numbers.

All drivers of vehicles should ensure that their vehicle is roadworthy and that they have valid road licence and insurance and ensure that all passengers obey the law during journeys.

Vehicles and drivers must be registered with the club or the Derbyshire Ladies' County Golf Association or the Derbyshire Union of Golf Clubs depending on which organization you are provided transportation for. The registration form is overleaf.

Children should wear seatbelts. They should have a booster seat if they are under 12 and less than 135cm tall.

Vehicles must conform with current no smoking legislation.

Anyone, other than the parent/carer, transporting children should avoid:

Waiting alone with a child in a vehicle. If this is unavoidable, drivers should ensure that the young person is in the back of the car.

Taking the child to the driver's home or to another location.

Sending a child home with another person without permission of parent/carer.

Where a child is awaiting collection the supervising adult should wait with the child, wherever possible, with other Club representatives, volunteers or parents.

Where a child has not been collected as arranged the Club representative will attempt to contact the parent and the person nominated as the emergency contact. If this fails consideration should be given to contacting the police for their advice.

PRIVATE VEHICLE REGISTRATION FORM

To be completed by Volunteer Drivers

Purpose of the form:

- to register the private vehicles used for the transport of children in connection with golf away fixtures or tours
- to inform drivers of the need to check and amend their insurance, if necessary, if they intend to use their vehicle on behalf of the organisation, and if passengers are being carried in connection with the organisation's activities or events
- the form must be completed by the driver of any private vehicle used for the transportation of individuals to and from golf activity. Completed forms must be handed to the organisation's Secretary or Junior Section Organiser.

Driver Details	Vehicle Details
Full Name:	Reg No:
Postcode:	Colour:
Address:	Name of registered keeper:
	Make:
Tel:	Model:
Driving licence number: Type: (e.g. full)	
Other members authorised to drive the vehicle:	
Insurance Expiry Date:	MOT Expiry Date:
Road Tax Expiry Date:	

Please sign declaration overleaf

Declaration

Please tick each box

I have informed the insurance company of my intention to transport members on behalf of the County/Club. I have stated if I will be claiming expenses in connection with this additional use

I have extended the policy and paid any additional premium as required by the insurance company

To the best of my knowledge my vehicle is roadworthy I will inform all passengers of the legal requirements to wear seat belts.

I will inform all passengers that smoking is not permitted in the vehicle I understand it is not good practice to give children a lift on their own

I declare that the information stated here is correct and that I will inform the County/ Club of any changes

I have agreed to give sight of my driving licence to the Club's Junior Organiser

Name: _____

Signature: _____

Date: _____

GOLF APPROVED DRIVER

Name.....

Registration Number.....

Signed.....Date.....

Original Driving Licence and paper seen(date) and driving offences listed

Signed.....Date.....

Chapel-en-le Frith Golf Club PARENTAL AND CHILDREN PERMISSION FORM FOR THE USE OF PHOTOGRAPHS AND RECORDED IMAGES

Following the guidelines from the English Golf Union and Children in Golf

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.

Chapel-en-le-Frith Golf Club recognises the need to ensure the welfare and safety of all children in golf. As part of the 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.

Chapel-en-le-Frith Golf Club will follow the guidance for the use of images of children as detailed within the respective Child Protection Policy and Procedures.

Chapel-en-le-Frith Golf Club will take steps to ensure these images are used solely for the purposes for which they are intended, ie the promotion and celebration of the activities of Chapel-en-le-Frith Golf Club.

**IF YOU BECOME AWARE THAT THESE IMAGES ARE BEING USED
INAPPROPRIATELY YOU SHOULD INFORM THE JUNIOR ORGANISER
IMMEDIATELY.**

To be completed by parent

I consent to my child _____ being photographed by Chapel-en-le-Frith Golf Club 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 of
Parent/Carer.....Date.....

To be completed by child:

I consent to Chapel-en-le-Frith Golf Club photographing my involvement in golf under the stated conditions.

Signature.....Date.....

Chapel-en-le Frith Golf Club

CHILD PROTECTION LIST OF CONTACTS

Junior Organiser	Warren Hutson 01298 74093
Club Secretary and Child Welfare Officer	Denise Goldfinch 01298 812118, option 1
Club Professional	Nigel Parkinson 01298 812118, option 2
England Golf Lead Child Protection Officer	Tom Yates 01526 351824 t.yates@englandgolf.org
Local Children's Social Care: Derbyshire Safeguarding Children Board (DSCB) NB: In an emergency the Samaritans will hold the Duty Officer's contact number.	Childrens Social Care 08456 058 058 Call Derbyshire 01629533190 Derbyshire Police 0345 123 3333 Health 01246 515700
Local Police Child Protection Teams	Derbyshire Police 0345 123 3333 In an emergency dial 999
NSPCC Freephone 24 Hour Helpline	0808 800 5000

APPENDIX 1



CHAPEL-en-le-FRITH GOLF CLUB LTD

CiG INCIDENT FORM

Please ensure that confidentiality is maintained as far as possible.
Only discuss your concerns on a need to know basis.

1. Recorder's Details	
Title: Mr/Mrs/Miss (delete as appropriate)	
Name:	
Address:	
	Postcode:
Telephone:	
Position:	
Signature:	Date:
2. Details of young person/s	
Name of young person:	
Address:	
	Postcode:
Date of Birth:	
Club and County:	
School:	
Contact details of parents (if different from above)	
3. Information regarding person relating to the concern/allegation	
Name:	
Address:	
	Postcode:
Position/relationship to young person/s:	

4. Specific details of the concern/allegation

Date/Time/Location of any incidents:

How did the concern/allegation come to your attention:

Nature of allegation/concern:

Observations made by you or to you: (eg changes in behaviour, inappropriate actions, injuries etc).

5. Record of conversation

Record details of exactly what was said to you, what was said by you.

6. Action Taken	
7. Contact Made	
Child Protection Officer contacted:	
Date:	Time:
Name:	Contact number:
Advice received:	
Other persons contacted (please note name and position):	
Signature:	
Name:	
Date:	
Time:	
<p>You may wish to discuss your concerns with someone outside the organisation to gain reassurance. The NSPCC Helpline can help with this and is confidential. NSPCC Helpline: 0808 800 5000</p>	

CHAPEL-en-le-FRITH GOLF CLUB LTD

CODE OF CONDUCT

The following brief guidelines are provided for Chapel en-le Frith Golf Club members to help understand and adopt a code of behaviour, which is acceptable to juniors, young people and adults, in order to create a safe and enjoyable atmosphere. A place where equal opportunities and expectations are fulfilled and appreciated by all.

Adults shall:-

- Treat all juniors, young people and other adults with respect and as equals
- Provide an example of good conduct that they wish others to follow
- Ensure that whenever possible there is more than one adult present during activities with children and young people be it in the changing rooms, on the course or travelling to and from organised matches or coaching sessions
- Respect a young person's right to privacy
- Be aware that physical contact with a child may be misinterpreted
- Recognise that special caution is required in moments when discussing sensitive issues with the children or young people
- ensure that unacceptable behaviour is challenged and report allegations or suspicions of abuse
- realise that the use of cameras and mobile phones with integral camera facilities may be misinterpreted by some, especially without the subject's permission
- obtain permission from the Committee to take photographs, video and sound recordings

Junior shall:-

- treat all juniors and adults with respect
- ensure that all juniors and young people are accepted as equals
- challenge unacceptable behaviour by juniors towards other juniors whilst on the course or unsupervised
- report any concerns regarding sensitive issues or behaviour which makes them feel uncomfortable to the Golf Welfare Officer
- provide a good example of how to behave to all other junior members
- maintain a good, calm demeanour whilst on golf club property
- report any acts of bullying, vandalism or general misbehaviour to the Junior Organiser or any member of the committee
- report any adult who makes improper acts or suggestions, which make you feel uncomfortable or threatened, to the Golf Welfare Officer