



Northampton Golf Club Child Protection Policy

*Prepared by Barry Randall
and Approved by the Management Committee
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For Information:

Working together to safeguard children – HM Government 2006. Section 2.8: Common Features

To fulfil their commitment to safeguard and promote the welfare of children, all organisations that provide services for, or work with, children must have:

- clear priorities for safeguarding and promoting the welfare of children, explicitly stated in strategic policy documents.
- a clear commitment by senior management to the importance of safeguarding and promoting children's welfare.
- a clear line of accountability within the organisation for work on safeguarding and promoting the welfare of children.
- recruitment and human resources management procedures that take account of the need to safeguard and promote the welfare of children and young people, including arrangements for appropriate checks on new staff and volunteers.
- procedures for dealing with allegations of abuse against members of staff and volunteers.
- arrangements to ensure that all staff undertake appropriate training to equip them to carry out their responsibilities effectively, and keep this up-to-date by refresher training at regular intervals; and that all staff, including temporary staff and volunteers who work with children, are made aware of the establishment's arrangements for safeguarding and promoting the welfare of children and their responsibilities for that welfare.
- policies for safeguarding and promoting the welfare of children (e.g. pupils/students) including a child protection policy, and procedures that are in accordance with guidance and locally agreed inter-agency procedures.
- arrangements to work effectively with other organisations to safeguard and promote the welfare of children, including arrangements for sharing information.
- a culture of listening to, and engaging in dialogue with, children – seeking children's views in ways that are appropriate to their age and understanding, and taking into account those views in individual decisions and in the establishment or development of services.
- appropriate whistle-blowing procedures, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed.



Golf Club Safeguarding and Child Protection Policy

Northampton 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.

Northampton Golf Club affiliates to the **Northamptonshire County Golf Union (NGU)**, **Northamptonshire Ladies County Golf Association (NLCGA)**, **England Golf Union (EGU)** and **English Women's Golf Association (EWGA)**, and our professional coaching staff are members of the **Professional Golfers' Association (PGA)**. The Club recognises the policies of these Governing Bodies, as set in out in Guidelines for Safeguarding Children in Golf.

1 - Policy Statement

Northampton 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.

Northampton 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 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.
- **Northampton Golf Club** will work in partnership with parents to review and implement child protection and welfare procedures.
- **Northampton 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 & 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 2005.
 - Working Together to Safeguard Children 2006.
 - 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 **Northampton 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.



POLICY DECISIONS:

This Policy should be read in conjunction with the publication "Guidelines for safeguarding Children in Golf (for Golf Clubs and Golf Facilities) as published by Children in Golf, a copy of which is available in the Club Office OR on the Internet as <http://www.childreningolf.org/guidelines/ChildrenInGolfBook.pdf>.

In addition, the Club has adopted the recommendations on the following items, as detailed in the above document, as part of this Policy:

Pages 20-24	Framework for Safe Recruitment of Staff and Volunteers
Pages 24-27	Providing a Welcoming Environment for Children at the Club
Pages 27-29	Guidelines on Transportation of Children
Pages 29-31	Organising Events and Coaching Sessions
Pages 32-34	Guidelines on Photography and Use of Video
Page 39	Whistle-Blowing
Pages 39-40	Disciplinary Procedures
Pages 45-50	Dealing with Poor Practice, Harassment, Bullying and Abuse

APPENDICES

With reference to the publication "Guidelines for safeguarding Children in Golf (for Golf Clubs and Golf Facilities) as published by Children in Golf, it should be noted that the following Appendices in the named publication form an integral part of this Policy:

Appendix 4C	Pages 60-62	SELF DISCLOSURE FORM (for CRB Checks)
Appendix 4D	Page 64	VOLUNTEER REFERENCE FORM
Appendix 4K	Pages 74-75	CIg PRIVATE VEHICLE REGISTRATION FORM (for Adults transporting Children)
Appendix 4L	Pages 76-77	PERMISSION FORM FOR THE USE OF PHOTOGRAPHS AND RECORDED IMAGES
Appendix 4M	Page 78	EVENT REGISTRATION FORM (for Adults wishing to take photographs)



Action Plan Framework

Northampton Golf Club has	Yes	No	Action Required	By Whom	By When	Guidelines & Policies Communicated to all Staff & Volunteers (DATE)
A designated Club Welfare Officer	X					
A Child Protection Policy in line with CiG Principles	X					
A Recruitment Policy for all staff and volunteers	X					
A Health and Safety policy	X					
An Equity Policy	X					
A photography and video recording policy	X					
An anti-bullying policy	X					
A "whistle-blowing" policy	X					
Obtained the relevant Player Profile Forms	X					
Guidelines on transportation	X					
Guidelines on children playing together, and with adults	X					
Guidelines for taking children on away fixtures and overnight stays	X					
Clear guidelines on the supervision of children	X					
A clear understanding of the procedures for safeguarding children	X					
A Code of Conduct for all adults working with children	X					



Action Plan Framework *(continued)*

Northampton Golf Club has	Yes	No	Action Required	By Whom	By When	Guidelines & Policies Communicated to all Staff & Volunteers (DATE)
A Code of Conduct for children	X					
Adopted either the NGB Disciplinary Procedures or their own Disciplinary Procedures	X					
Established a late collection procedure	X					
Undertaken a Risk Assessment both for adults and juniors	X					
Made parents aware of the Child Protection Policies and Procedures	X					
Explained to parents how they can be involved in their child's golf	X					
Ensured that all staff, PGA Professionals, coaches and volunteers have access to appropriate training	X					
To have the relevant contact details for the following and made available to all: <ul style="list-style-type: none"> • Golf NGB Lead Officer • County Welfare Officer • Club Welfare Officer • Local Child Social Care • Local Police • NSPCC • Child Line • Local Safeguarding Children's Board 	X					



Golf Welfare Officers

Children in Golf (CiG) recommends that all clubs with junior members should appoint and train a Golf Welfare Officer / **Club Welfare Officer (CWO)** who can access training through the CiG Education and Training Strategy, and he or she should undergo the vetting procedure.

The role of the **CWO** would be to;

- advise the **Management Committee** on how to comply with the procedures described in these Guidelines.
- act as a focal point for reporting any concerns.
- have the primary responsibility to check that everyone who has significant access to children within the club is suitable for that role and has been vetted.

As far as a club is concerned, the person appointed should:

- be identifiable to the junior members of the club and their parents.
- preferably have a degree of independence from their activities - for example, he or she should not be the junior co-ordinator or actively coaching juniors.
- be able to brief the chairman of the organisation on situations requiring attention

Golf is fortunate that many clubs employ a permanent Club **Secretary or General Manager** who often already has sole responsibility for many of the aspects of this role and who would almost automatically be the person to whom any problem is addressed. In the absence of a suitable volunteer, it may transpire that the duties could initially become part of those of the **Secretary or General Manager** until a suitable replacement is identified.

Nominated Persons

It may be desirable to recruit additional members to assist the **CWO** for the purposes of spreading the workload and to provide for continuity in the event of personnel changes, holidays or sickness.

Nominated Persons, one of whom may be the **CWO**, are ideally adults who are, or who wish to be, involved with the Junior Section. A nominated person would be the first 'point of contact' for anyone wanting informed advice on the organisation's Child Protection Policy and Procedures. Such a person should have attended a Safeguarding and Protecting Children Workshop and have been CRB checked.

Where clubs experience difficulties encouraging adults to support the Junior Section, the Professional or Assistant Professional might be willing and suitable for these roles. Nominated Persons are required mainly to provide a focal point and initial direction for both adults and children needing advice.



Golf Welfare Officer – Job Description

1 – CORE TASKS

- Assist the organisation in establishing a Safeguarding and Child Protection Policy and Procedures.
- Assist the organisation to implement child protection plans.
- Be the first point of contact for staff, members, volunteers, children and parents for any issue concerning safeguarding children, poor practice, potential or alleged abuse.
- Ensure that all incidents and concerns are dealt with in accordance with policy guidelines.
- Ensure that all relevant members, volunteers and staff have the opportunity to access appropriate child protection training.
- Ensure that appropriate procedures for recruitment of staff and volunteers are in place and all existing staff or volunteers working with children have an up to date CRB disclosure/self disclosure.
- Maintain contact details for Child Social Care (CSC) (previously Social Services), the Police and NGB CPO (National Governing Body (Lead) Child Protection Officer).
- Ensure that Codes of Conduct are in place for staff, volunteers, PGA Professionals, coaches, and children and that there are guidelines for parents and members and they are communicated to the relevant parties.
- Advise on child protection issues or be in attendance as necessary on Club or County Management Committees.
- Maintain confidentiality.

2 – CORE SKILLS

- Basic administration and record maintenance.
- Communication skills.
- Confidence to refer cases externally.
- Ability to implement effectively a Child Protection Policy and Procedures.

3 – RECOMMENDED TRAINING

- Child Protection awareness, Safeguarding and Protecting Children training. (Contact your NGB for details).

NSPCC “Time to Listen” Workshop specifically designed for **CWOs** (Contact your NGB CPO for details).



Recruitment of Staff and Volunteers

APPLICATION FORM

Position Applied for:
Personal Details
Title: Mr/Mrs/Miss/Dr/Other (please specify) _____
Full Name: _____
Any previous surname: _____
Date of birth: _____ Place of birth: _____
National Insurance Number (UK Only): _____
Present Address: _____
Post Code: _____
Telephone Numbers: _____
Email Address: _____
Previous Address (if you have moved within the last five years): _____
Current Occupation: _____
Name and address of Organisation: _____
Role: _____
Start Date: _____
Previous Occupation: _____
Name of Organisation: _____
Start Date: _____ Finish Date: _____
Reason for Leaving: _____
Relevant Experience:
Previous Experience of Working with Children and Young People:



Qualifications

Academic:

Vocational:

Sporting:

Reason for applying:

References:

Please provide the names and addresses of two people who know you well (who are not related to you) who have first hand experience of you working with children and whom we can contact to obtain a reference:

With your approval, we will also contact your employer (where appropriate) to obtain a reference.

Name: _____

Address: _____

Name: _____

Address: _____

Telephone Number: _____

Telephone Number: _____

I am a member of a golf club affiliated to the National Governing Body:

Yes/No - Full/Associate (please provide details of which Governing Body your club is affiliated to and your membership number, if applicable):

I agree to abide by the Club/County Codes of Conduct and Child Protection Policy, and confirm that the information I have supplied in completing this form is correct and true.

Signed: _____

Date: _____



CODE OF CONDUCT FOR PROFESSIONAL COACHES, STAFF AND VOLUNTEERS

1 - 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.

2 - 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 (Refer to CPSU Guidelines on Physical Contact and Young People in Sport and PGA Guidelines).
- Always try to work in an open environment (e.g. 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 organisation'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 decisions 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.

3 – 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 well being 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.
- Promote the positive aspects of golf (e.g. 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.

Signed:

Print Name:

Date:



CODE OF CONDUCT FOR CHILDREN

APPRECIATE THAT YOU ARE VALUED FOR THE ROLE YOU HAVE IN GOLF

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 that promotes the concept of a balanced attitude.
- treat others as you would wish to be treated yourself.
- respect physical, cultural and racial differences.
- challenge or report if you observe any form of discrimination and prejudice.
- look out for yourself and for the welfare of others.
- speak out if you consider that you or others have been poorly treated.
- report behaviour that appears to fall below the expected standards of the club.
- be organised and on time.
- tell someone in authority if you are leaving a venue or competition.
- accept that these guidelines are in place for the well-being of all concerned.
- treat organisers and coaches with respect.
- observe instructions or restrictions required by appropriate members of staff.

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

- consuming alcohol or illegal or performance-enhancing drugs or stimulants.
- smoking.
- using foul language.
- publicly using critical or disrespectful descriptions of others.

Signed: **Print Name:**

Parents Signature: **Print Name:**

Date:



CHILD PROTECTION IN SPORT UNIT (CPSU) – PHYSICAL CONTACT AND YOUNG PEOPLE IN SPORT

1 - INTRODUCTION AND BACKGROUND

There is growing concern being expressed about what is and what is not permissible in the area of physical contact with children in sport. Some misleading and inaccurate information has been promoted within the sports sector, and this can undermine the confidence of coaches and others in applying safe and appropriate coaching methods.

There have also been instances where, some coaches and other adults who are motivated to harm and abuse children, have done so by falsely claiming that their behaviours were legitimate teaching, coaching or caring practices.

The purpose of this section is to clarify the position of the CPSU in relation to this issue and provide guidance to all those involved in working with children in sport.

2 - GUIDANCE

There are a number of principles that should be followed when the activity involves physical contact.

Physical contact during sport should always be intended to meet the child's needs, NOT the adult's. The adult should only use physical contact if their aim is to:

- develop sports skills or techniques.
- treat an injury.
- prevent an injury or accident from occurring.
- meet the requirements of the sport.

The adult should seek to explain to the child the nature and reason for the physical contact reinforcing the teaching or coaching skill. Unless the situation is an emergency, the adult should ask the child for permission.

It is good practice for sport clubs, as part of an induction process or pack for new members, to explain to parents and their child, or give written guidance, about any physical contact that will be required as part of that activity. Children should be encouraged to voice concerns they have if any physical contact makes them feel uncomfortable or threatened.

Contact should not involve touching genital areas, buttocks, breasts or any other part of the body that might cause a child distress or embarrassment. Any physical contact should always take place only in an open or public environment and not take place in secret or out of sight of others.

The CPSU is not aware of any sports bodies that have stated that any physical contact is not permissible under any circumstances within the context of coaching or teaching.



3 – SPECIFIC SITUATIONS

3.1 – Physical Punishment

Any form of physical punishment of children is unlawful, as is any form of physical response to misbehaviour unless it is by way of restraint. It is particularly important that adults understand this, both to protect their own position as well as the overall reputation of the organisation in which they are involved.

3.2 – Contact as Part of Coaching

Some sport or physical activities are more likely to require coaches or teachers to come into physical contact with children from time to time in the course of their duties. Examples include showing a pupil how to use a piece of apparatus or equipment, or demonstrating a move or exercise during a coaching or teaching session in order to reduce the risk of injury due to falls or errors when performing. Adults should be aware of the limits within which such contact should properly take place and of the possibility of such contact being misinterpreted.

A number of sport or physical activities may require physical contact between young athletes and those teaching them, for reasons of both teaching and the participant's safety. A number of sports Governing Bodies have developed guidance to assist coaches in this area. Those teaching these sports should follow this guidance. Even in sports where there is a need to support or touch a child, over-handling should be avoided.

It should be recognised that physical contact between an adult and a child that may occur during legitimate teaching or coaching may be misconstrued or misunderstood by a pupil, parent or observer. Touching young participants, including well-intentioned informal and formal gestures such as putting a hand on the shoulder or arm, can, if repeated regularly, lead to the possibility of questions being raised. As a general principle, adults in positions of responsibility should not make gratuitous or unnecessary physical contact with children. It is particularly unwise to attribute frequent touching to their teaching or coaching style or as a way of relating to young participants.

3.3 – Responding to Distress and Success

There may be occasions where a distressed child needs comfort and reassurance, which may include physical comforting, such as a caring parent would give. Physical contact may also be required to prevent an accident or injury and this would be wholly appropriate. A child or coach may also want to mark a success or achievement with a hug or other gesture. Adults should use their discretion in such cases to ensure that what is (and what is seen by others present) normal and natural does not become unnecessary and unjustified contact, particularly with the same child over a period of time.

3.4 – Sports Science and Medicine

There may be some roles within sport or physical activities where physical contact is commonplace and/or a requirement of the role, particularly sports science or medicine. These tasks should only be undertaken by properly trained or qualified practitioners. This guidance does not seek to replace the specific guidance and codes of practice developed for those professionals and reference should be made to the appropriate body for that discipline.



JUNIOR PLAYER PROFILE FORM

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 **Director of Golf** or **Junior Organiser** if any of the details change at any time.

Name:	
Date of Birth:	
Address:	
Telephone Number:	
Parents' Names:	
Address: (if different to above)	
Home Telephone Number:	
Mobile Telephone Number:	
Work Telephone Number:	
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* <input type="checkbox"/> NO <input type="checkbox"/>
*If YES please give details, including medication, dose and frequency:	



Does your child have any allergies? *If YES please give details:	YES*	<input type="checkbox"/>	NO	<input type="checkbox"/>	
Does your child have any specific dietary requirements? *If YES please give details:	YES*	<input type="checkbox"/>	NO	<input type="checkbox"/>	
What additional needs, if any, does your child have e.g. needs help to administer planned medication, assistance with lifting or access, regular snacks?					
The Disability Discrimination Act 1995 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* <input type="checkbox"/> NO <input type="checkbox"/>					
*If YES what is the nature of the disability?					
Hearing impairment:	<input type="checkbox"/>	Learning disability:	<input type="checkbox"/>	Multiple disabilities:	<input type="checkbox"/>
Physical disability:	<input type="checkbox"/>	Other: (please specify) _____			
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.					
<ul style="list-style-type: none">• I confirm to the best of my knowledge that my child does not suffer from any medical condition other than those detailed above.• I, _____, being parent/guardian of the above named child, hereby give permission for the NGB/County/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) <input type="checkbox"/>• 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) <input type="checkbox"/>• I agree to the taking of photographs and video and such images will be used solely for the purposes for which they are intended i.e. coaching and the promotion and celebration of the activities of Northampton Golf Club. (Please tick the box if agreed) <input type="checkbox"/>• I also agree to my child being transported by club representatives to and from venues when he/she is representing the golf club. (Please tick the box if agreed) <input type="checkbox"/>					
Signed (Parent/Guardian): _____					
Print Name: _____ Date: _____					

NB: No individuals under the age of 18 will be permitted to play Golf or remain unaccompanied by a Parent or Guardian on the premises unless this form has been completed and is in the possession of Northampton Golf Club.



CONTACT DETAILS OF KEY INDIVIDUALS AT NORTHAMPTON GOLF CLUB WITH REGARD TO THE CLUB'S CHILD PROTECTION POLICY:

Designation	Individual	Contact Details
Director of Golf (Club Welfare Officer)	Barry Randall	01604 845155 07939 840648
Asst. Club Welfare Officer	TBA	
Club Professional	Nick Soto	01604 845167 07890 175510
Junior Organiser	Mike Cichuta	01604 674472 07753 829760
Junior Committee	Steve Bowers	01536 350189 07725 427951

NOTE: The Club will hold on record at all times a valid CRB check for all of the above.