



Minchinhampton Golf Club (MGC) Children and Young People Safeguarding Policy and Procedures

Contents Part 2

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Appendix 1 Volunteer / Staff Job Application Form - Minchinhampton Golf Club

Position Applied for: _____

Personal Details

Title: Mr./Mrs/Miss/Dr/Other (please specify) _____

Full Name: _____

Any previous surname: _____

Date and place of birth: _____

National Insurance Number: _____

Present Address: _____

Post Code: _____

Telephone Numbers: _____

Email address: _____

Current Occupation: _____

Name and address of Organisation: _____

Role: _____

Start Date: _____

Relevant Experience including any previous experience of working with children and young people:

Reasons for applying:

References:

Please provide the names and addresses of two people who know you well (one personal, one professional – current or previous employer, who are not related to you) whom we can contact to obtain a reference:

Name:

Address:

Telephone Number:

Name:

Address:

Telephone Number:

Data Protection Notification:

Information you have provided in completing this form will be used to process your application MGC will keep the information you have supplied confidential and will not divulge it to third parties, except where required by law, or where we have retained the services of a third party representative to act on your/our behalf.

Authorisation:

I have read the Data Protection notification and understand and agree to the use of my personal data in accordance with the Data Protection Act 1998 and General Data Protection Regulations 2018.(GDPR)

Signed:

Date:

Declaration:

I confirm that the information I have provided is correct and that any false or misleading information may lead to the termination of my appointment.

Signed:

Date:

Appendix 2 Self-Disclosure Form – Minchinhampton Golf Club

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

Private and Confidential

For roles involving contact with children (under 18 year old).

All information will be treated as confidential and managed in accordance with relevant data protection legislation and guidance. You have a right of access to information held on you under the Data Protection Act 1998 and GDPR 2018.

Part One

For completion by the organisation:	
Name:	
Address and Postcode:	
Telephone/Mobile No:	
Date of Birth:	
Gender:	Male / Female
Identification (<i>tick box below</i>):	
<input type="checkbox"/>	I confirm that I have seen identification documents relating to this person, and I confirm to the best of my ability that these are accurate.
<i>Either</i>	
UK Passport Number and Issuing Office	
UK Driving Licence Number (<i>with picture</i>)	
<i>Plus</i>	
National Insurance Card or current Work Permit Number	
Signature of authorised Employing Officer:	
Print name:	
Date:	

Part Two

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

For completion by the individual (named in Part one):	
Have you ever been known to any Children's Services department as being a risk or potential risk to children?	YES / NO <i>(if Yes, please provide further information below):</i>
Have you been the subject of any disciplinary investigation and/or sanction by any organisation due to concerns about your behaviour towards children?	YES / NO <i>(if Yes, please provide further information)</i>
Confirmation of Declaration <i>(tick box below)</i>	
<input type="checkbox"/>	I agree that the information provided here may be processed in connection with recruitment purposes and I understand that an offer of employment may be withdrawn or dismissal may result if information is not disclosed by me and subsequently come to the organisation's attention.
<input type="checkbox"/>	In accordance with the organisation's procedures if required I agree to provide a valid DBS certificate and consent to the organisation clarifying any information provided on the disclosure with the agencies providing it.
<input type="checkbox"/>	I agree to inform the organisation within 24 hours if I am subsequently investigated by any agency or organisation in relation to concerns about my behaviour towards children or young people.
<input type="checkbox"/>	I understand that the information contained on this form, the results of the DBS check and information supplied by third parties may be supplied by the organisation to other persons or organisations in circumstances where this is considered necessary to safeguard other children.
Signature:	
Print name:	
Date:	

Welfare Officer

I have seen and checked the above responses, if any of the boxes above are ticked YES, I have referred this form to England Golf Governance Department for a risk assessment and advice.

signed:

Date:

(Name) _____

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

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

Telephone: _____

Name: _____

Organisation: _____

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

- **How long have you known the person?**

- **In what capacity?**

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

- **How would you describe his/her personality?**

Signed: _____

Date:

Appendix 4 MGC Code of Conduct for Staff, Coaches and Volunteers

- Respect the rights, dignity and worth of every person within the context of golf
- Treat everyone equally and do not discriminate on the grounds of age, gender, race, religion or belief, sexual orientation or disability
- If you see any form of discrimination, do not condone it or allow it to go unchallenged
- Place the well-being and safety of the young person above the development of performance
- Develop an appropriate working relationship with young people, and their parents/carers based on mutual trust and respect
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the young person's full consent and approval
- Always work in an open environment (e.g. avoid private or unobserved situations and encourage an open environment)
- Do not engage in any form of sexually related contact with a young player. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms
- You should not have regular contact outside your club role with the juniors and should not engage in regular communication through text, email or social network sites
- Know and understand the MGC Child Safeguarding Policies and Procedures
- Respect young people's opinions when making decisions about their participation in golf
- Keep players and parents informed of the requirements of golf
- Be aware of and report any conflict of interest as soon as it becomes apparent
- Display high standards of language, manner, punctuality, preparation and presentation
- Do not smoke, drink or use recreational drugs while actively working with young people in the club. This reflects a negative image and could compromise the safety of the young people
- Do not give young people alcohol when they are under the care of the club
- Hold relevant qualifications and insurance cover. Staff, Volunteers and Coaches who work regularly with children must have current DBS clearance, approved by England Golf Governance Department
- Ensure the activities are appropriate for the age, maturity, experience and ability of the individual
- Promote the positive aspects of golf e.g. fair play
- Display high standards of behaviour and appearance
- Follow Club procedures and good practice guidelines
- Ensure that you attend appropriate training to keep up-to-date with your role and the welfare of young people
- Report any concerns you may have in relation to a child or the behaviour of an adult, following reporting procedures laid down by MGC

Signed:	Date:
PRINT NAME:	

Appendix 5 Code of Conduct for Young Golfers at MGC

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

- Help create and maintain an environment free of fear and harassment
- Demonstrate fair play and apply golf's standards both on and off the course
- Understand that you have the right to be treated as an individual
- Respect the advice that you receive
- Treat others as you would wish to be treated yourself
- Respect other people and their differences
- Look out for yourself and for the welfare of others
- Speak out (to your parents or a club representative) if you consider that you or others have been poorly treated
- Be organised and on time, reporting to the organiser on arrival
- Tell someone in authority if you are leaving the venue
- Accept that these guidelines are in place for the well-being of all concerned
- Treat organisers and coaches with respect and listen to and obey instructions
- Observe instructions or restrictions requested by the adults looking after you
- Be aware of where others are before swinging a club
- Take care of the course by mending pitch marks, replacing divots and not dropping litter
- Respect the dress code and be appropriately dressed and equipped for the conditions

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

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

Risks specific to all courses include:

Awareness of the proximity of other golfers on the courses by letting them through.

Dangerous roads crossing the courses where drivers do speed so looking and listening is essential before crossing.

Avening and Cherington

- Public footpaths and lakes
- Chemicals are used on the courses at certain times.
- Animals can include escaped animals, rabbit holes, excrement from wild life (deer and badgers)
- Snakes (adders), insects, ticks

Appropriate warning signage is sited as recommended

Old Course

- The public is at liberty to roam, cycle, picnic etc on the course and should be watched for
- Cattle and horses have grazing rights, dogs may be off the leash.
- Rabbit holes, excrement from wild life (deer and badgers), ticks
- Players are warned if areas are treated although chemicals are not used.

Child Signature _____ Print Name _____

Parent/Carer Signature _____ Print Name _____

Appendix 6 Code of Conduct for Parents/Carers of Young Golfers

As parents/ carers of you are expected to:

- Positively support your child and show an interest in their chosen activity
- Do not place your child under pressure or push them in to activities they do not want to do
- Be realistic and supportive of your child understanding that level of play does vary
- Promote your child's participation in playing sport for fun
- Complete and return the Player Profile Form and Consents pertaining to your child's participation in activities at MGC
- Report and update MGC with any changes relevant to your child's health and wellbeing
- Deliver and collect your child punctually before and after coaching sessions/competitions, **remaining on site if the child is under 8 years of age**
- Ensure your child has clothing and kit appropriate to the weather conditions
- Ensure your child has appropriate equipment, plus adequate food and drink
- Ensure that you child understands the rules of Golf
- Teach your child that they can only do their best
- Ensure that your child understands their Code of Conduct
- Report to the organiser on arrival and advise of any collection arrangements
- Behave responsibly at MGC and on the golf course. Do not embarrass your child
- Stay at least 50 yards from the child in junior competitions and not become involved in play
- Show appreciation and support the coaches, volunteers and staff at MGC
- Accept the decision and judgement of the officials during events and competition

As a parents/carer you have the right to:

- Be assured that your child is safeguarded during their participation in the sport
- Be informed of problems or concerns relating to your child
- Be informed if your child is injured
- Have consent sought for issues such as trips and photography
- Contribute to the decisions of the club
- Have any concerns about any aspect of your child's welfare listened to and responded to

Any breaches of this code of conduct will be dealt with immediately at MGC. Persistent concerns or breaches may result in you being asked not to attend games if your attendance is considered detrimental to the welfare of young participants.

The ultimate action should a parent/carer continue to breach the code of conduct may be MGC regrettably asking your child to leave the session, event or club.

Signed:	Date:
PRINT NAME:	

Appendix 7 Job Descriptions for Junior Organiser and Welfare Officer

Roles and Responsibilities

The Junior Organiser acts as a catalyst for the smooth running of the Junior Section, and although they may have assistants, they are the ultimate coordinator of the activities and of the Section. The Junior Organiser is usually a Volunteer from within The Club who can communicate with young people and have a sense of fun. The role can be time consuming requiring a committed individual with good organisational skills and support from all areas of the golf club.

Qualities

- Ability to dedicate time to the Junior Section
- Be able to communicate effectively and with empathy with both Juniors and adults
- Knowledge of golf, handicapping system, rules etc.
- Ability to create an enjoyable environment for the Juniors
- Awareness of National/County Golf and other associated bodies within the game
- Good administration skills.

Tasks:

- Collate statistics on the Juniors' Section to identify areas for development
- Help produce, implement and maintain a Junior Development Plan
- Work and communicate with the relevant Club Officer and the Management Board to ensure that the Juniors' Section is an integral part of the golf club
- Support and implement Safeguarding Policy and Procedures
- Work with The Club's PGA Professionals to co-ordinate a structured coaching programme
- Arrange competitions and coaching for Juniors
- Arrange matches against other clubs or Sections within The Club
- Support the retention of current Juniors into adult membership
- Recruit Juniors through links with schools and the local community
- Coordinate coaching opportunities for non-members as a taster or lessons
- Provide the Juniors with regular updates through Newsletters, information on The Club website and other media outlets
- Communicate regularly with all individuals involved with the Juniors' Section (Volunteers, parents etc.)
- Promote the success of the Juniors' Section
- Develop relationships with Gloucestershire's County Golf Partnership (or their successor organisation), County and Regional Development Officers
- Register for County and Regional initiatives to support the development of the Juniors' Section
- Access external funding from appropriate organisations to help develop the Juniors' Section
- Liaise with the County Union and Association (or the successor organisation) to help identify talented golfers and to access the "talent pathway" options
- Keep up to date with all information from England Golf pertaining to Juniors' golf.

Junior Organisers are officers of the Club at both MGC and MOC and consulted by the Board as appropriate. They have direct access to the Board as and when required.

The MGC JO reports to the Board at the quarterly Chair and Board meeting which he/she attends. The MOC JO reports to the General Committee and Ladies Committee at their committee meetings and AGMs. His/her report is part of the Old Course Chairman's report to the Board. Juniors are an established Agenda item at the above meetings.

Junior Organiser's Code of Conduct

As **Junior Organiser** with responsibility for overseeing the organisation and delivery of golfing activities for Junior members on behalf of The Club, I agree that I shall:

- undertake my responsibilities as described in this document
- encourage and support all Junior members as they develop their golf skills
- ensure that all Junior members are given equal opportunities to join in The Club's events relevant to the Junior member's ability and handicap
- ensure that Junior members are treated fairly and appropriately when participating in events for adults
- comply with the Club's Safeguarding Policies and Procedures.

Signature: Print Name:

Date:

Junior Welfare Officer

Core tasks:

- Be the first point of contact for staff, members, volunteers, juniors and their parents for any issue concerning safeguarding, children, poor practice, potential or alleged abuse
- Assist The Club in establishing a Safeguarding Policy and Procedures
- Assist The Club to implement its Safeguarding arrangements
- 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 and volunteers working with Juniors in "Regulated Activities" have an up to date DBS disclosure/self-disclosure
- Maintain contact details for Child Social Care (CSC) (previously Social Services), the Police and England Golf's Compliance Team
- Ensure that Codes of Conduct are in place for staff, volunteers, PGA professionals, coaches, juniors and their parents, and that they are communicated to the relevant parties
- Advise on Child Protection issues or be in attendance as necessary on The Club's Committees
- Maintain confidentiality.

Core skills

- Basic administration and record maintenance
- Communications skills
- Confidence to refer cases externally
- Ability to implement effectively a Safeguarding policy and Procedures

Recommended training:

Child Protection awareness, Safeguarding and Protecting Children Training 1 and 2.
Time to Listen workshop.

Volunteer Coach

Where Volunteer Coaches (PGA1) are in place, they will be used to take forward golfing activities in support of the PGA Teaching Professionals

Appendix 8 MGC Incident Report Form

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

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

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

Details of the allegations: [include: date, time, location, and nature of the incident.]
Additional information: [include: witnesses; corroborative statements; etc.]

England Golf Governance department notified (01526 351851)	
Case Number (if allocated):	
Name of person spoken to:	
Date:	Time:
Action taken:	
Date:	Time:
Signature of Recorder:	
Signature of Complainant:	
<p>Data protection:</p> <p>MGC and England Golf Governance Department may use the information in this form (together with other information they obtain as a result of any investigation) to investigate the alleged incident and to take whatever action is deemed appropriate, in accordance with their Children and Young People Safeguarding Policy and Procedures.</p> <p>Strict confidentiality will be maintained, and information will only be shared on a “need to know” basis in the interests of safeguarding and in accordance with the club’s DPA 1998 and GDPR 2018 policies. This may involve disclosing certain information to a number of organisations and individuals including relevant clubs and County bodies, individuals that are the subject of an investigation and/or Statutory agencies such as the Police and Children’s Social Care.</p>	

All forms to be lodged with the Club Office and made available to the Risk Committee

Contacts can be found in part 1 of the MGC Safeguarding Policy

Name of Person Contacted eg England Golf , Social Services, Police

Date / Time contacted

Advice received

Appendix 9**MGC Accident Report Form**

Recorder's Name:	
Address:	
Post Code:	Telephone No:
Name of Injured Person [s]:	
Address:	
Post Code:	Telephone No:
Nature of Injury Sustained:	
Where did the accident occur: [include: date, time, location, and nature of the accident.]	
How did the accident occur: [include: names, telephone numbers, etc.]	
Were there any witnesses to the accident: [include: names, statements, etc.]	
What action was taken: [include: treatment administered, by whom, etc.]	
Were any other agencies involved: [e.g. Ambulance service?]	
Have the Parents / Carers been contacted? YES NO [Please circle.]	

Does the accident need to be referred to England Golf Governance Dept? YES NO	
Date:	Time:
Signature of Recorder:	
<p>Data protection: MGC and England Golf Governance Department may use the information in this form (together with other information they obtain as a result of any investigation) to investigate the alleged incident and to take whatever action is deemed appropriate, in accordance with their Children and Young People Safeguarding Policy and Procedures.</p> <p>Strict confidentiality will be maintained and information will only be shared on a “need to know” basis in the interests of safeguarding and in accordance with the club’s data protection policy. This may involve disclosing certain information to a number of organisations and individuals including relevant clubs and County bodies, individuals that are the subject of an investigation and/or statutory agencies such as the Police and Children’s Social Care.</p>	

All forms to be lodged with the Club Office and made available to the Risk Committee

Appendix 10 MGC Junior Profile and Consent Forms (For Players Under the age of 18)

The safety and welfare of the Juniors at MGC is paramount. It is therefore important that we are aware of any illness, medical condition and any relevant health details so that the best interests are addressed. The Player Profile forms enable those responsible for children to have the information they need to deal effectively with any emergency that arises and must be completed before the junior attends any activity. It is the responsibility of the junior and their parent to notify the Club Office if any of the details change at any time

Information obtained on these forms is treated as confidential and only given to those who need it to fulfil a duty of care for the child. Key information must be readily to hand at sessions and matches.

In compliance with the DPA 1998 and GDPR 2018, all efforts will be made to ensure that information is accurate, kept up to date and secure and that it is used only in connection with the purpose and activities of the organisation. Information will not be kept once a person is no longer a member of the organisation. The information will be disclosed only to those members of the organisation for whom it is appropriate and relevant officers of England Golf where necessary.

GGU and GLCGA hold their own information.

Name of Junior:		
Site:		Old Course/New Courses (delete if it does not apply)
Date of Birth		
Address		

Telephone Number

Parents/Carers' Names:		
Address		(If different)
Home Telephone No		
Mobile Telephone No		
Work Telephone No		
Contact Email address		

Emergency Contacts	Contact 1 Name	Contact 2 Name
Relationship to Child		
Home Telephone No		
Mobile Telephone No		
Work Telephone No		

Please confirm details of all those with Parental Responsibility for the Child.	
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MEDICAL INFORMATION

Child's Doctor's Name	
Doctor's Surgery Address	
Telephone Number	

Does your child experience any conditions requiring medical treatment and/or medication? Yes No
Does your child take medicines for this condition? Yes No

If Yes, please give details here, including medication, dose and frequency:

Does your child have any allergies? Yes No

If Yes, please insert details here:

Does your child have any specific dietary requirements? Yes No

If Yes, please insert details here:

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

Disability

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

Do you consider your child to have a disability? Yes No

If Yes, what is the nature of the disability?

Does your child have any communication needs (e.g. non-English speaker, hearing impairment, uses sign language, dyslexia)? Yes No

If Yes, please tell us what we need to do to enable us to communicate fully with him/her.

Consent from Parent/Legal Carer sort bullets

- I confirm to the best of my knowledge that my child does not suffer from any medical condition or disability other than those detailed above.
- I agree to notify The Club of any changes to this information.
- I give my consent that in an emergency, the club may act in my place (in loco parentis) if the need arises for the administration of emergency first aid and/or other medical treatment which, in the opinion of a qualified medical practitioner, may be necessary. I also understand that in such an occurrence all reasonable steps will be taken to contact me, or the alternative adult named in this form Yes No
- My signature denotes that my child has my permission to be on the Golf Club’s premises.
- I acknowledge that The Club is not responsible for providing adult supervision for my child except for formal junior coaching, matches or competitions as organised by the Club
- I understand that it is my responsibility to inform The Club and to make alternative arrangements for my child to be collected, if I am delayed
- I agree to my child being transported by representatives to and from venues when he/she is representing The Club
- I agree to my child using the changing room facilities that are also used by adults either at The Club or at other venues.
- I agree to my child participating in adult competitions organised by The Club’s competition committees and/or in any adult representative team as selected by the Men’s or Ladies’ Captains.

By signing this document, I confirm that I have legal responsibility for

I am entitled to give this consent and I am aware of how the information I have provided will be used.

Signed – Parent/ Carer	
Print Name	
Date	

Appendix 11 MGC Photography Consent

This form is to be signed by the legal carer of a child under the age of 16, together with the child (as under GDPR the age of consent is 16). Please note that if you have more than one child registered you will need to complete separate forms for each.

MGC recognises the need to ensure the welfare and safety of all children in golf. As part of our commitment to ensure their safety we will not permit photographs, video images or other images of your child to be taken (except where some incidental inclusion may not be possible to avoid) or used without your consent.

MGC will ensure that any image of a child where consent has not been obtained will not be published.

MGC will follow the guidance for the use of images of children as detailed within the Club's Safeguarding Children and Young Peoples Policy.

MGC will take steps to ensure these images are used solely for the purposes for which they are intended i.e. the promotion and celebration of the activities of the club.

If you become aware that these images are being used inappropriately you should inform the Club Office in the first instance immediately.

The photographs may be available on the website <http://www.minchinhamptongolfclub.co.uk> <http://old.minchinhamptongolfclub.co.uk/> and other social media outlets used by the club for the golf season 2018/19. If at any time either the parent/ carer or the child wishes the data to be removed from the website, 7 days' notice must be given to the Welfare Officer after which the data will be removed.

Separate arrangements will be implemented to ensure only authorised photographers take photographs at Open events and/or matches.

The Club will adopt the principles set out in its Safeguarding Policy when using images of our Junior Members to promote and celebrate golfing activities at The Club. This will ensure that any image used will be solely for the purposes for which they are intended.

Photographs may be available on The Club's website and other social media outlets used by The Club.

To be completed by the Parent/Carer

I, (full name) consent to Minchinhampton Golf Club Ltd (Old Course or New Courses) photographing or videoing (name of child.....under the stated rules and conditions, and I confirm that I have legal parental/ carer responsibility for this child and am entitled to give consent.

Signature

Date

To be completed by the Child

I,consent to Minchinhampton Golf Club Ltd (Old Course and New Courses) photographing or videoing of me under the stated rules and conditions.

Signature

Date

Appendix 12 MGC Guidance for parents

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

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

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

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

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

- Take an interest in your child's activity and progress, and be supportive.
- Familiarise yourself with the MGC Safeguarding Policy (available on line or from the office).
- Familiarise yourself with
 - a. Codes of Conduct for parents, coaches, children and young people.
 - b. Transport Policy.
 - c. Changing Room Policy.
 - d. Photography, Videoing and the use of Social Media Policies.
- Complete the attached Parental/Carer Consent Form which will enable event organisers to cater for any needs that your child may have (e.g. medical conditions and medications, allergies, learning difficulties etc.), as well as contact you in the unlikely event of an emergency.
- Go through the attached Code of Conduct **with** your child and return a signed copy to the Junior Organiser/ event organiser
- Be punctual when dropping off and picking up your child from coaching/ events. It is important to communicate with the club when collecting your child after an event/coaching session
- Introduce yourself to the adults involved in the supervision of your child.
- When leaving your child, make sure they have the necessary provisions for the day, including the ability to meet the requirements of changing weather conditions. Please ensure that your mobile is switched on when you are away from the club, so that you can be contacted in an emergency.
- Encourage your child to take part and support club activities such as coaching, competitions and matches.
- Help your child to arrange golf with other juniors away from club organised activities so they have someone to play golf with.

As a parent/carers you are encouraged to:

- Discuss any concerns regarding the organisation of activities or the behaviour of adults towards your child with the Junior Welfare Officer, who will treat any concerns you or your child may have in the strictest confidence
- England Golf Lead Safeguarding Officer is also available for advice: 01526 351851

Welfare Officer

MGC Mrs Prue Howarth

MOC Mark Whitaker