

Royal Winchester Junior Golf Section Development Plan



CONTENTS

1 Introduction

- 1.1 Junior Section Background
- 1.2 Future Vision

2 Key Objectives

- 2.1 The Club's main objectives

3 Action Plan

- 3.1 Start (Recruitment)
- 3.2 Stay (Retention)
- 3.3 Communication
- 3.4 Player Development
- 3.5 Coaching
- 3.6 Volunteer Support
- 3.7 Monitoring & Evaluation
- 3.8 Junior GolfMark

4 Policy Documents

- 4.1 Junior Welfare and Child Protection Policy
- 4.2 Adult Code of Conduct
- 4.3 Junior Code of Conduct

1 INTRODUCTION

1.1 Junior Golf Section Background at 1st November 2007

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

The junior membership currently stands at forty five with an unequal split between boys (42) and girls (3) which, apart from the obvious gender imbalance, appears to be quite a healthy and flourishing section.

Unfortunately, what we see on paper does not reflect reality, as there are only a handful of the juniors actually playing (11) the game, whilst in the majority of cases it is also in isolation to one another. In other words an active junior section does not exist, there are too many "sleeping" junior members who are inactive and may be simply congesting membership places.

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

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

1.2 Future Vision

Royal Winchester Golf Club (RWGC) is seeking to build on the solid base that has provided a warm and friendly club environment for men's, ladies and senior golf over the past 119 years.

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

Strategic planning processes are becoming more integrated within the club, which provides a perfect opportunity to introduce this junior development blue print plan to act as a central reference guide for future development. This will become an

essential tool in the successful running of the section and will help to facilitate an assessment of the sections current situation; it's aspirations for the future and details of how proposals will be turned into reality.

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

The continued health of the club and support for all standards of golfers is a key priority for the future. This will drive the junior section to become an integral part of RWGC, providing an opportunity for friendship, personal development and enjoyment, which extends into the club's culture.

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

2 KEY OBJECTIVES

2.1 *The club's main objectives are:*

- 1 To create an environment and structure in which young people can play, develop and enjoy golf.
- 2 To foster and further develop relationships within schools to encourage young people to try golf as a sport and pastime.
- 3 To encourage girls into joining the junior section
- 4 To foster and further develop relationships within the local community and other sporting organisations that will ensure the continued growth and health of the junior section
- 5 To obtain and maintain the GolfMark award.
- 6 To encourage local sponsors and local/national funding organisations to assist in the development of junior golf.
- 7 To ensure appropriate child protection policy and procedures are implemented within the golf club.
- 8 To develop a plan to attract new volunteers into the golf club and to support existing volunteers.
- 9 To develop a plan to encourage members to support the work of the golf club and obtain appropriate coaching qualifications.
- 10 To encourage more volunteers to become coaches and to advance the qualifications of existing coaches.
- 11 To develop a coaching structure with a consistent approach across all age groups.
- 12 To further develop the coaching of all our young players.

- 13 To develop well-defined pathways from junior golf for both boys and girls into adult golf.
- 14 To communicate with appropriate bodies/individuals in order to support the development of golf within the club and to regularly liaise with all members regarding golfing opportunities.
- 15 To examine the junior facilities available at the golf club in order to identify any gaps in provision or improvements that can be made.
- 16 To continually monitor and evaluate all golf development initiatives in order to assess the impact and to identify where resources can be best allocated in the future.

3 ACTION PLAN

3.1 Start (Recruitment)

Sources of recruitment and target markets:

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

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

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

Primary & secondary schools - schools are an obvious place to look for young golfers, and mutually beneficial and sustainable links can be established between golf clubs and schools. It is essential that the golf club considers what it can offer for the benefit of the school and tailor opportunities accordingly.

Approach Riverside leisure centre to see if they would be prepared to display a poster or some flyers that detail what opportunities exist at the golf club. There might be the opportunity to set up a reciprocal arrangement, for example the golf club could display information about classes that are run at the leisure centre.

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

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

Other sports clubs – Local sports clubs provide a good source of new junior members who already enjoy sport. It may also be mutually beneficial to all parties to promote each other's sport – Winchester Football and Rugby clubs are obvious targets

Recruitment Action Plan

Ref	Action	How/Target	Who	When	Resources
ST1	Involvement with local schools and sports clubs	Identify priority groups to target	DE & DB	January 2008	In house
ST2	Produce a recruitment strategy	Create a basic timeline of actions each year	DE	December 2007	In house
ST3	Increase participation and activity	Deliver programme of taster sessions	DE & DB	September 2008	Matched funding. RWGC / EGU
ST4	Create link with local sports centre	Identify priority target	DE	July 2008	In house
ST5	Apply for EGU grants	Complete application form	DE	November 2007	In house

3.2 Stay (Retention)

RWGC should hold an informal welcome evening for new junior members as it allows them to be introduced to club officials and other new members at the same time.

It should be emphasised that the juniors are expected to attend as these evenings are for their benefit and for them to demonstrate their commitment to becoming an active member of the golf club.

Why and for whom:

An informal way of introducing new members to the club officials and allows them to be shown around the facilities.

New junior members can meet both new and existing adult members, helping them integrate into the club.

The welcome should be more of a social event. If new members enjoy the evening and make new friends, they may be more likely to support future social events.

The invitation should be to the whole family rather than just the individual as it may encourage other members of the family to join.

Other individuals that may wish to attend could include the secretary, manager, professional(s), junior members (including the boys' and girls' captains) and anyone else that supports the junior section.

A formal element of the evening is needed, so a short introductory speech by the club captain or junior organiser should serve as an official welcome to the new members.

Officials could introduce themselves to the new members and give a brief outline of their role within the golf club.

Provide new junior members with an induction booklet to include the following details:

- All contact numbers for club officials.
- Dress code guidelines.
- Competition dates and times.
- Entry to competition regulations.
- Attendance / progress at coaching.
- How to obtain a handicap.
- Rules of golf and etiquette guidelines. (DVD)
- Rules of the golf club.
- Junior members' names and contact numbers.
- Golf Foundation Golf Passport Scheme
- RWGC Junior Golf Charter - What the junior should commit to (playing in a set number of competitions per year, attendance at coaching sessions and to abide by the rules and regulations).

Golf is no different to other sports in losing young players at 18 years of age and this can be due to a number of golf related reason:

- Restriction on playing in the main/adult competitions.
- Very strict club rules and regulations.
- Attitudes of the golf club and adult members towards juniors.
- The junior section not being supported by the golf club
- A change of personnel within the junior section or not being able to replace the outgoing junior organiser (no continuity).
- Perception and image of golf and club membership.
- Time constraints of playing golf.
- High membership subscriptions.
- Lack of coaching and competitive opportunities.

To maintain the health of the RWGC junior section key initiatives need to be maintained and monitored through application of SERVQUAL gap analysis tool.

- Developing junior club structures
- A junior development plan to ensure continuity
- Appropriate coaching provision for junior members.
- The number and variety of competitive opportunities.
- Making the club membership package more attractive — social activities.
- No joining fees.
- The cost of subscriptions, especially if there is a big increase between junior fees and intermediate/adult fees.
- Membership categories beyond junior membership (intermediate and student)
- Support for all abilities and target groups, not just the most talented players.
- Examine the clubs rules and regulations — do they need updating?
- Communicating with the parents of junior members, ultimately they will probably be paying for their son or daughter's membership.
- Financial support for the junior section.
- Building a stronger relationship between the junior section and other sections of the golf club.
- Registering for the GolfMark award to receive expert advice from the EGU/ELGA

Retention Action Plan

Ref	Action	How/Target	Who	When	Resources
SY1	Increase membership	Promote membership vacancies through various types of marketing. Produce an induction / welcome booklet	DE & DB	November 2007	In house
SY2	Monitor junior membership	SERVQUAL gap analysis tool - annual review	DE	November 2008	In house
SY3	Support / develop current junior members	Junior Golf Charter & Golf Foundation Passport Scheme	DE & DB	September 2008	In house
SY4	Achieve the GolfMark award	Apply for Charter	DE	July 2008	In house

3.3 Communication

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

- Junior member's information notice board.
- Royal Tee Times.
- Junior member's induction handbook.
- RWGC Web website (or junior page on clubs' main website).
- Letters to juniors and parents.

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

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

- Details of those involved within the junior section
- Rules and etiquette.
- Dress codes.

- Most improved player of the month.
- Coaching dates and times.
- Handicaps and scoring.
- Competitions results.
- Competition dates and entry requirements.
- Appropriate contact details (club, county and national).
- Useful golf websites and publications.
- Child protection policy/information.

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

Communication Plan

Ref	Action	How/Target	Who	When	Resources
CM1	Produce a communication strategy (internal & external)	Ensure all appropriate individuals are involved within the decision-making process within the club	DE	November 2007	In house
CM2	Communication (internal & external)	Maintain junior section notice board, website and Royal Tee Times articles Letters to juniors and parents	DE	November 2007	In house

3.4 Player Development

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

Activities need to include coaching programmes, golfing games and skills challenges both for individuals and in teams, which is outlined in greater detail through the Junior Golf Passport Scheme

Coaching is vital for young golfers to develop and improve their game and this should be conducted as part of a structured programme, delivered by the professional

coaching team at RWGC. Volunteers, including the junior organisers need to take a coaching qualification through the PGA's coach education programme, which will allow volunteers to assist qualified coaches.

Junior golfers should:

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

Introduction Handicapping and Competitions

Obtaining their first handicap is a memorable experience for many junior golfers and RWGC will aim to make this process simple and not too lengthy.

A handicap is often the easiest way of monitoring the improvement of juniors and provides a real motivation for youngsters to continue or increase their participation within the game.

A new junior handicapping scheme will be introduced to make an easier way for RWGC to assign junior handicaps through the recommended CONGU scheme, allowing juniors to obtain a handicap up to 54.

Junior golfers will be encouraged to practice, to help them develop and reduce their handicap and it is important that there are opportunities for them to practice in a safe and interactive environment. Juniors should also be provided with the correct information to practice and this can be achieved by integrating it into a structured coaching programme.

Access to regular and diverse competitive golf within the golf club will assist a junior's development and of course is the method by which players reduce their handicap. Juniors should be supported so that they can reach a certain standard to progress onto the course and into competitions. Any restrictions for juniors to compete in main club competitions should be no different to those for adults.

Practice:

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

Competitions:

It is therefore important that a junior golfer is allowed to play competitive golf as soon as they are ready, however they should be supported and taught the required skills to make playing competitive golf enjoyable.

There should be a structured route for a junior to progress through the various stages of playing competitive golf. Progression into competitive golf should be linked into a structured coaching programme:

The various stages might be as follows:

- Allow them to play 9 holes accompanied by an adult to advise them on etiquette and course management during the course of play.
- The juniors' scores should be recorded each time to measure their improvement.
- A junior handicap can be obtained after only playing 6 or 9 holes (see recommended handicapping scheme).
- Progression to a full 18-holes accompanied by an adult.
- The junior's knowledge of the rules of golf, etiquette and course management should also be monitored, as this will help determine when a junior is able to play unaccompanied by an adult.

- Juniors with handicaps of 29-54 [36 to 54] should be classed as beginners and therefore should only play in junior competitions until they obtain a CONGU handicap.

Once a junior has a CONGU handicap they should be allowed to play in the main monthly medals and other club competitions as long as they meet with the handicap criteria of the specific competition.

- Age should not be a barrier to prevent juniors playing in club competitions.
- Encourage juniors to play in competitions, to help them maintain an accurate handicap and avoid criticism.
- RWGC should hold a Junior Championship for their junior members on a Sunday to allow parent support for the main junior event of the year, having a gross and nett score winner for boys and girls.

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

- Senior's section
- Men's section
- Ladies' section

RWGC should examine entering the junior section into a local junior league (if there is one).

With regard to juniors playing in main adult competitions such as the monthly medal or club championship, it is recommended that ability (not age) should be the only factor for juniors entering, providing that the handicap limit for juniors is no different to adults.

Player Development Plan

Ref	Action	How/Target	Who	When	Resources
PD1	Support the development of junior players	Introduce Junior Golf Charter and Passport Scheme	DE & DB	November 2007	In house
		Provide a range of coaching and competitive opportunities for boys and girls.		November 2007	In house
		Introduce new junior handicapping scheme		January 2008	In house

3.5 Coaching

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

The policy will address the following:

Coaching personnel — qualified PGA professionals should always be used to ensure a certain standard of coaching and continuity

Funding issues — various sources of funding should be explored and applications submitted where appropriate, for example the EGU/ELGA Junior Club Coaching Grant.

Frequency and times of sessions — the time of year, day of the week and time of the day will all need to be considered in order to ensure maximum support from the juniors.

Consultation with the juniors will help to identify the optimum time and establish whether sessions are based during the summer or throughout the year.

Age and ability of attendees — similar ability groups are more manageable for the Professional.

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

Coaching Plan

Ref	Action	How/Target	Who	When	Resources
CO 1	Support for coaching	Liaise with the head professional on all coaching matters	DE & DB	January 2008	In House
CO 2	Produce a coaching plan	Create a basic timeline of actions each year	DE & DB	February 2008	In House
CO 3	Secure Coaching Funds	Examine internal and external funding opportunities	DE & DB	November 2007	In House
CO 4	Utilise initiatives to deliver coaching	Golf Foundation Junior Golf Passport Scheme plus RWGC Junior Golf Charter	DE & DB	November 2007	In House

3.6 Volunteer Support

To develop a plan to attract new volunteers to support the RWGC junior section

Volunteer Plan

Ref	Action	How/Target	Who	When	Resources
VO 1	Identify volunteer roles	Define volunteer roles that currently exist and those that are required – keep register	DE & DB	January 2008	In House
VO 2	Increase number of volunteers involved	Encourage existing members to support voluntary positions within the club	DE & DB	February 2008	In House
VO 3	Communication and support for parents	Hold a parents evening (include junior members and non members)	DE & DB	November 2007	In House
VO 4	General communication	Regular communication with parents via letters and website	DE & DB	November 2007	In House

3.7 Monitoring & Evaluation

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

Monitoring Plan

Ref	Action	How/Target	Who	When	Resources
MO 1	Continually monitor development initiatives	Complete a junior section health check Create a database to help monitor initiatives and record participants / junior member activity Use notice board and website	DE & DB	January 2008	In House
MO 2	Junior members requirements	Apply SERQUAL service gap analysis tool. Collect and analyse data on participants as appropriate in order to understand junior golf activity	DE DE	September 2008 March 2008	In House In House

3.8 Junior GolfMark

The Golf Mark award is a national scheme that identifies and recognises junior and beginner friendly golf facilities.

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

Some examples of questions that need to be satisfied to gain the junior GolfMark:

- How many junior competitions does the club run throughout the year?
- Does the club offer group coaching, including non-members if appropriate?
- What does your coaching include?
- Does your golf club have a minimum age restriction for junior members?
- Is the percentage of active junior members high, medium or low?
- Does the golf club have a junior development plan?
- Has the golf club adopted the CiG child protection policy?
- Does the golf club request that CRB checks are made for relevant personnel?

- Is the child protection policy clearly displayed?

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

4 Policy Documents

4.1 JUNIOR WELFARE AND CHILD PROTECTION POLICY

MISSION STATEMENT

Children and young people have the right to have fun and be safe when taking part in any sport. Golf has powerful and positive influences on children and young people which help to develop valuable qualities. It is important therefore that Royal Winchester 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. The welfare of each child and young person is paramount.

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

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

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

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

POLICY STATEMENT

Royal Winchester Golf Club has a duty of care to safeguard all children and young people in the club organisation from harm. All children and young people have a right to protection and Royal Winchester Golf Club will ensure the safety and protection of all children and young people involved in club activities through adherence to the Junior Welfare and Protection guidelines adopted by Royal Winchester Golf Club.

Young people are defined as those less than 18 years old. Children are defined as those less than 16 years of age.

POLICY AIMS

The aim of the Royal Winchester Golf Club Junior Welfare and Protection Policy is to promote good practice:

Providing children and young people with appropriate safety and protection whilst in the care of Royal Winchester Golf Club; allow all staff/volunteers to make informed and confident responses to specific child protection issues.

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.

On acceptance into the junior section gain written parental consent if club officials are required to transport young people in their cars.

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.

PROCEDURES TO PREVENT ABUSE

Recruitment and Selection

Royal Winchester 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:-

- a. 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
- b. complete a recognised training course on child protection
- c. be prepared to attend update training when necessary

Recognising Signs of Abuse

Indicators of abuse include:-

- a. unexplained or suspicious injuries (eg bruising)
- b. injury for which the explanation seems inconsistent
- c. a child describes an act which may have been abuse
- d. unexplained changes in behaviour eg eating, cleanliness, inappropriate sexual awareness
- e. distrust of adults
- f. difficulties in social interaction with children/ and or adults

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

Procedure to follow should a disclosure be made:-

- a. reassure the child
- b. take the child seriously
- c. keep questions to a minimum
- d. record all that is said, explaining confidentiality
- e. record details of the nature of the allegation
- f. describe any injuries
- g. record names of witnesses
- h. 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 and telephone number.

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? Record details.

Where possible referral to the police or social services should be confirmed in writing within 24 hours and the name of the contact who took the referral should be recorded.

4.2 Adult Code of Conduct

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

Code of Conduct for Staff, Members, PGA Professionals, 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, religion, sexual orientation or disability
- If you see any form of discrimination, do not condone it or allow it to go unchallenged

- Place the well-being and safety of the young person above the development of performance
- Develop an appropriate working relationship with young people, based on mutual trust and respect
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the young person's full consent and approval
- Always work in an open environment (e.g. avoid private or unobserved situations and encourage an open environment)
- Do not engage in any form of sexually related contact with a young player. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms
- Know and understand the Children in Golf (CiG) Child Protection Policies and Procedures
- Respect young people's opinions when making decisions about their participation in golf
- Inform players and parents of the requirements of golf
- Be aware of and report any conflict of interest as soon as it becomes apparent
- Display high standards of language, manner, punctuality, preparation and presentation
- Do not smoke, drink or use recreational drugs while actively working with young people in the Club. This reflects a negative image and could compromise the safety of the young people
- Do not give young people alcohol when they are under the care of the Club
- Hold relevant qualifications and insurance cover
- 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 CiG guidelines set out in the CiG Policy and any other relevant guidelines issued
- 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 young person, follow reporting procedures laid down by CiG

4.3 Junior Code of Conduct

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

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

Royal Winchester Golf Club expects parents / carers to:

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

David Ellery
RWGC Golf Organiser

November 2007