

Beaverstown Golf Club

Child Safeguarding Policy

Beaverstown Golf Club is fully committed to safeguarding the well-being of its junior members. Every individual in golf should at all times, show respect and understanding for all members rights, safety and welfare and conduct themselves in a way that reflects the principles of Beaverstown Golf Club and the guidelines contained in the *Code of Ethics and Good Practice for Children's Sport & Code of Ethics for Golf for Young People*.

In working with young people in golf our first priority is the welfare of the young people and we are committed to providing an environment that will allow participants to perform to the best of their ability, free from bullying and intimidation.

The guidelines in this document are based on the guidelines as outlined in the following documents:

- Beaverstown Golf Club SOP on Protection of Junior Members
- CGI Golf Safeguarding Policy
- Code of Ethics for Golf for Young People, GUI, ILGU & PGA, 2006, revised 2010
- Children First: National Guidelines for the Protection and Welfare of Children, Dept. of Health & Children 1999, revised 2009
- Our Duty to Care, Dept. of Health & Children 2002
- Children in Golf: protecting the future. Children in Golf Strategy group with the NSPCC, 2005
- Co-operating to Safeguard Children, 2003
- Area Child Protection Committee Regional Policy and Procedures, 2005

1. Purpose:

To understand the risks associated with working with children and know how to react to situations should they arise in order to protect our Junior Members and any young person visiting the Club. To take the appropriate steps to meet the Club's legal responsibilities.

2. Scope:

Everyone working with children in Beaverstown Golf Club in a voluntary or paid capacity.

3. Definitions:

- a) Child/Junior: any Junior, Juvenile or Probationary Member of Beaverstown Golf Club or any other person under 18 visiting the Club
- b) Parent: natural parent, guardian or carer
- c) Leader: an adult who, in a permanent or temporary capacity, works with and/or facilitates juniors to learn and compete in golf.
- d) Types of abuse: Physical, Emotional, Sexual, Neglect
- e) Statutory Authorities: HSE, Tusla, Local Health Board, An Garda Siochana

4. Overview:

Adult members interacting with Junior members in Beaverstown Golf Club should do so with integrity and respect for the child. All interactions should be guided by what is best for the Junior and in the context of quality, open working relationships. Verbal, physical, emotional or sexual abuse of any kind is unacceptable.

Junior golf in Beaverstown shall be conducted in a safe, positive and encouraging atmosphere. A child-centred ethos will contribute to a safe and enjoyable atmosphere within the Club.

All Juniors shall be treated in an equitable and fair manner regardless of age, ability, sex, religion, social or ethnic background. Children with disability should be involved in golf in an integrated way, thus allowing them to participate to their potential alongside other children.

The Club will have a balanced approach to competition while at the same time providing fun, enjoyment and satisfaction. Leaders will aim to put the coaching of the child first and competitive standards second.

5. Junior Leaders:

Beaverstown Golf Club will take all reasonable steps to ensure that adults working with young people are Garda-vetted and have a basic understanding of the needs of young people, including physical, emotional and personal. He/she shall report to the Club's Junior Convenor.

In particular, he/she shall...

- Create a positive and healthy environment
- Have as their first priority, the children's safety and enjoyment of golf
- Act as a role model, having a high standard of language, manner and punctuality
- Treat all Juniors in their charge with respect and equality, and respect their rights and dignity
- Demonstrate fair play, observance of the rules and ethics of golf
- Be positive during sessions and competitions, praise and encourage effort as well as results
- Put welfare of the young person first, striking a balance between this and winning/results
- Encourage fair play and treat Juniors equally
- Recognise developmental needs, ensuring activities are appropriate for the individual
- Set and monitor the boundaries between their sporting relationship and their personal lives
- Facilitate parents who wish to observe coaching sessions and competitions
- Inform parents when problems arise
- Conduct lessons and coaching in an open environment
- Ensure an adequate Adult/Junior ratio at coaching sessions
- Ensure that mixed groups have leaders of both genders
- Have a definite start and end times for sessions
- Keep a record of attendance at training and competitions
- Keep a brief record of injury(s) and action taken
- Be aware of the inherent risks associated with the taking of photographs involving Juniors and follow guidelines
- Report any concerns in accordance with this Code's reporting procedures

Leaders shall NOT:

- Spend excessive amounts of time with Juniors away from others or taking sessions alone
- Involve a Junior in their personal life or take Juniors to their home, taking Juniors on journeys alone in their car
- Administer any form of punishment, either by verbal means, physical means or by exclusion
- Cause intentional or unintentional embarrassment or make disparaging remarks
- Engage in rough physical games, sexually provocative games or allow or engage in inappropriate touching of any kind, and /or make sexually suggestive comments about or to a Junior. This includes innuendo, flirting or inappropriate gestures and terms
- Take measurements or engage in certain types of fitness testing without the presence of another adult
- Undertake any form of therapy (hypnosis etc.) in the training of Juniors

6. Travelling:

If travelling is required,

- Juniors will not be taken alone in a Leader's car but if circumstances require it, the child must be seated in the back seat
- The dropping-off sequence will vary from week to week
- Parents will be made aware of the travelling arrangements, e.g. drop-off times

7. Over-nighting:

If over-nighting is required, e.g. for an inter-club competition,

- The Club will obtain written parental permission in advance
- There will be a general meeting with parents and Juniors before any overnight trip
- Rooming arrangements will be made in advance, sharing must be with same gender/age, never adult/child
- Rooms will be off limits to others at all times
- The team leader is expected to compile a written report after each trip irrespective of any issue arising

8. Taking Action

If a Leader is told, or becomes aware through observation, that a young person is being or has been subjected to serious abuse he/she must

immediately report the matter as soon as possible to the most senior officer holder available in the Club.

If no one is actually present in the Club at the time, a written report should be sent immediately by letter or email to the Chairman and Honorary Secretary with a copy to the Junior Liaison Officer. The chairman of the Club must then contact the statutory authorities to report the matter.

A written report of any issues, problems, outcomes of behavioural matters must be made. A report of any abuse issue should be made right away, verbatim, not as the leader think he/she means.

9. Protection for Leaders

The Protection for Persons Reporting Child Abuse Act, 1998 provides immunity from civil liability to persons who report child abuse "reasonably and in good faith" to the Health Board or the Gardai.

It is the Club policy that all Members involved with Junior Golf are required to attend an in-house seminar on the Code of Ethics and are subject to Garda vetting.

10. Record-keeping:

The Junior Section will keep records of all training sessions, lessons and competitions, including attendance, adults present, scope of session, and report such matters on a regular basis to the Golfing Council.

A record of injuries and action taken will be kept.