



Elsham Golf Club

Children and Young People Safeguarding Policy Summary

Purpose of the Policy

The purpose of this policy is to draw out for employees the key provisions relating to their own role in delivering the club's Children and Young People Safeguarding Policy & Procedures.

Scope of the Policy

This is a summary of the club's Children and Young People Safeguarding Policy & Procedures document insofar as it directly applies to employees at the club and the expectations placed on them in contributing to the overall effectiveness of the wider policy. It repeats the key principles and objectives and the relevant code of conduct that are set out in the safeguarding policy. It also lists a series of examples that are included in the policy of what is expected of employees who have roles or may be in situations where children and young people are involved. As an employment policy, this summary also has potential application to all volunteers, self-employed contractors, franchisees and licensees who operate from the club's premises and grounds, including individuals employed by such self-employed contractors, franchisees or licensees.

Key Principles of Children and Young People Safeguarding

The key principles set out in the Policy & Procedures document are listed below:

- The welfare of children is paramount;
- A child is defined by law in England and Wales as a person under the age of 18 years;
- All children, regardless of their Age, Race, Religion or Belief, Disability, Gender identity or Sexual Orientation, have the right to protection from abuse;
- All concerns and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately;
- All children have the right to be safe;
- All children have the right to be treated with dignity and respect;
- Elsham Golf Club will work with children, their parents/carers and external organisations to safeguard the welfare of children participating in golf;
- Elsham Golf Club recognises the authority of the statutory agencies and is committed to complying with Local Safeguarding Children Board Guidelines (LSCB), Working Together under the Children Act 2004, and any legislation and statutory guidance that supersedes these;
- Elsham G Club is committed to working in partnership with other key UK Golf Bodies to continually improve and to promote safeguarding initiatives across the sport; and



- Elsham Golf Club owes a legal duty of care to children on their premises or engaged in their activities - that duty is to take reasonable care to ensure their reasonable safety and the duty is higher than it would be for adults.

Safeguarding Children and Young People Objectives

In its commitment to safeguarding children and young people, Elsham Golf Club aims to:

- Provide a safe environment for children and young people participating in golfing activities and try to ensure that they enjoy the experience;
- Ensure robust systems are in place to manage any concerns or allegations;
- Support adults (staff, volunteers, PGA Professionals, coaches, members and visitors) to understand their roles and responsibilities with regard to their duty of care and protection of children;
- Provide appropriate level training, support and resources for staff, volunteers & coaches to make informed and confident responses to specific safeguarding issues and fulfil their role effectively;
- Ensure that children and their parents/carers are informed and consulted and, where appropriate, fully involved in decisions that affect them; and
- Reassure parents and carers that all children and young people will receive the best care possible whilst participating in club activities and communicate Policy and Procedure to them through website/letter/consents.

Code of Conduct for Staff, Coaches and Volunteers

The following Code of Conduct applies to staff, coaches & volunteers who may have an involvement with children and young people in their roles at the club:

- 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, 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, eg 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 Elsham Golf Club's Child Safeguarding 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 - all 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, eg fair play;
- Display high standards of behaviour and appearance;
- Follow club procedures & good practice guidelines;
- Ensure that you attend appropriate training to keep up-to-date with your role and the welfare of young people; and
- Report any concerns you may have in relation to a child or the behaviour of an adult, following reporting procedures laid down by Elsham Golf Club.

Responsibilities in Implementing the Safeguarding Policy & Procedures

The Policy & Procedures document contains several provisions regarding the roles and responsibilities of employees along with others, particularly volunteers, in the implementation of the club's safeguarding commitments. These include:

- All staff and volunteers working with children and young people should adhere to the standards set out in the **code of conduct** relevant to their role;
- All staff and volunteers will be offered access to appropriate child protection **training and learning opportunities**, where this is appropriate to their role;
- All staff and volunteers working with children adhere to the guidelines on **managing challenging behaviour**, in particular avoiding physical intervention unless it is absolutely necessary to prevent a child injuring themselves or others, or causing serious damage;
- All staff and volunteers or anyone working on behalf of the club should be aware of the club's policies regarding the use of **social networking and other online services** at the club and adhere to its provisions;



- All staff and volunteers have a responsibility to work together and with others to **stop bullying** in any of its forms where children and people are involved, and will be given access to information, guidance and training as required;
- All staff and volunteers are encouraged to **report concerns** about the welfare of a child or the conduct of another child to the Club Welfare Officer, without themselves deciding whether there has been wrongdoing, and feel safe that legitimate concerns are supported even where they turn out to be unfounded;
- Staff and volunteers who are present in the event of **medical emergencies or incidents** should seek to make immediate contact with the child's parent or carer, and should always try to avoid taking action without consent such as taking the child home or to another location, or sending the child home with another person; and
- All staff and volunteers working with children and young people are asked to familiarise themselves with the club's **Children and Young People Safeguarding Policy & Procedures** document.

Implications of the Policy

The Children and Young People Safeguarding Policy & Procedures document sets out a framework to fulfil the club's commitment to good practice and the protection of children in its care. It is based on the model template provided by England Golf, thereby achieving the national SafeGolf accreditation. From January 2021, Safegolf accreditation will become part of the England Golf affiliation process. The club will review its policy and procedures every three years, or whenever there is a major change in the relevant legislation.

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