

ROYAL WINCHESTER GOLF CLUB
JUNIOR WELFARE AND CHILD PROTECTION POLICY

INTRODUCTION

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.

Videoring 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.

- Approved Mancon xxxxxxxxx = Updated 27.11.07

Review 27.11.07

David Ellery
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