



SHERBORNE GOLF CLUB
GOLF CLUB SAFEGUARDING AND CHILD PROTECTION PROCEDURE
SGC-PRO-001

1. INTRODUCTION

In recognition of the Children in Golf 'Guidelines for Safeguarding Children in Golf' this procedure is intended to support the Sherborne Golf Club Safeguarding and Child Protection Policy SGC-POL-002.

2. SCOPE

The scope of this document covers:

1. Recruitment and Training
2. Complaints, concerns and allegations
3. Emergencies and incidents
4. Supervision
5. Good Practice Guide
6. Useful Contacts
7. Appendix – Forms to be used

3. RECRUITMENT AND TRAINING

Sherborne Golf Club will endeavour to ensure that all volunteers and staff working with children are suitable to do so, and that they have all the information they require to perform their job effectively and appropriately. Each role which involves an element of responsibility with regard to children, particularly those involving the regular supervision of children, whether voluntary or paid, will be assessed to establish which qualifications, checks and other requirements are necessary.

These will include the following:

- An application form (**appendix 1**)
- A self-disclosure form (**appendix 2**)
- A current Enhanced Criminal Records Bureau check
- References from 2 people if possible (**appendix 3**)
- A signed Code of Conduct (**appendix 4**)

Details of the requirements and the qualifications and checks of individuals will be recorded by the Office Manager who will also hold copies of the necessary forms and contact information for the Criminal Records Bureau and other relevant agencies.

All Staff, Volunteers & PGA Coaches will be offered access to appropriate child protection training. Sherborne Golf Club recommends attendance at the sportscoachuk "Safeguarding and Protecting Children" workshop and will ensure that all volunteers and staff who have significant contact with children attend. Attendance at the training will be repeated as per NGB guidance or every 3 years.

All Staff, Volunteers & PGA Coaches working with children will be asked to read and become familiar with the Sherborne Golf Club Safeguarding Policy and Procedures.

All volunteers & coaches involved with children will be asked to read the Sherborne Golf Club



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Code of Conduct for Adults, and sign to indicate their agreement to act in accordance with the code.

The code is linked to the Sherborne Golf Club Disciplinary Procedures.

4. COMPLAINTS, CONCERNS AND ALLEGATIONS

4.1 If a player, parent, member of staff or volunteer has a concern about the welfare of a child, or the conduct of an adult (whether they are a parent, coach, member, or otherwise), these concerns should be brought to the attention of the Club Welfare Officer. The person reporting the concern is not required to decide whether abuse has occurred, but simply has a duty to pass information to the Welfare Officer. **Please refer to Flowcharts 1 & 2 for further details (see below).**

4.2 All concerns will be treated in confidence. Details should only be shared with those who can help with the management of the concern.

4.3 Concerns will be recorded on an Incident Report Form (**appendix 5**) and sent to the National Governing Body (NGB) Lead Child Protection Officer and retained confidentially within the club.

4.4 Sherborne Golf Club will work with the NGB and other external agencies to take appropriate action in the case of abuse or serious poor practice. Sherborne Golf Club disciplinary procedures will be applied and followed where possible.

4.5 In the event of a child making a disclosure, the following guidance is given:

- Reassure the child that they have done the right thing to share the information.
- Do not make promises that cannot be kept, such as promising not to tell anyone else.
- Do not question the child or lead them in any way to disclose more information than they are comfortably able to: this may compromise any future action.
- Record what the child has said as soon as possible on an incident report form.

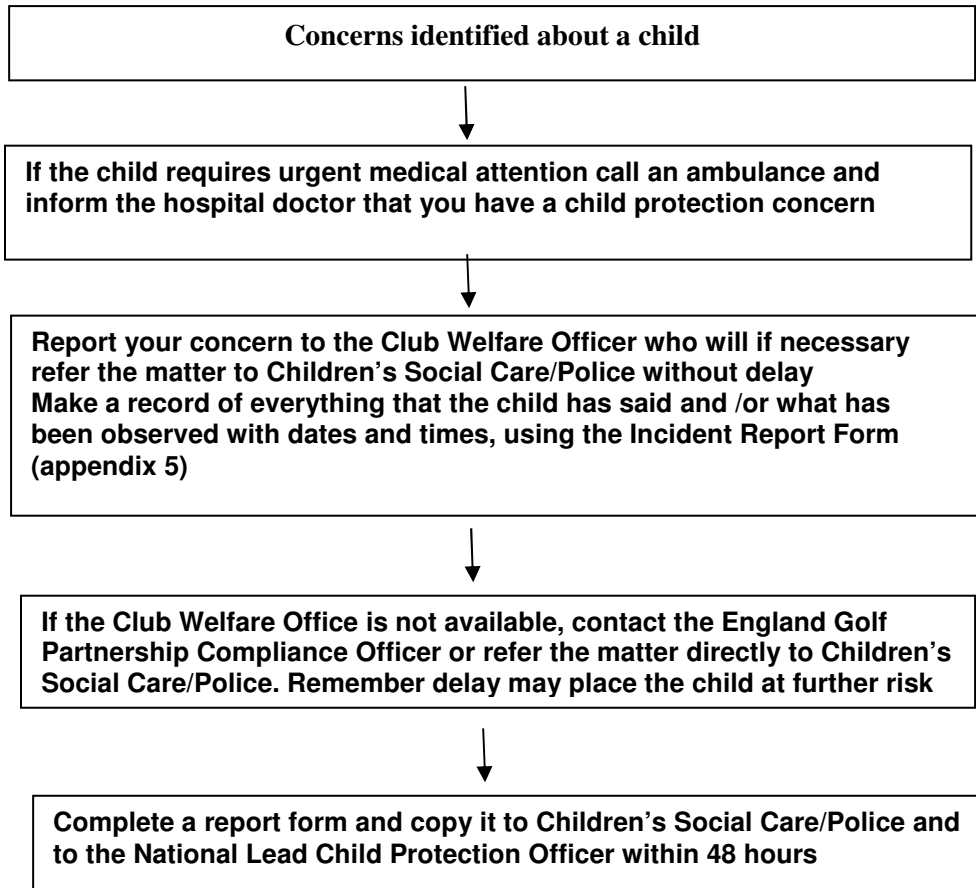
Do not notify the parents unless you have first sought advice from the England Golf Partnership Compliance Officer – (See contacts page for details)

4.6 The NSPCC Helpline is available to discuss concerns regarding poor practice and abuse in confidence with members of the public. No referrals are made from the calls. Those with concerns are encouraged to use this service. The Helpline number is 0808 800 5000



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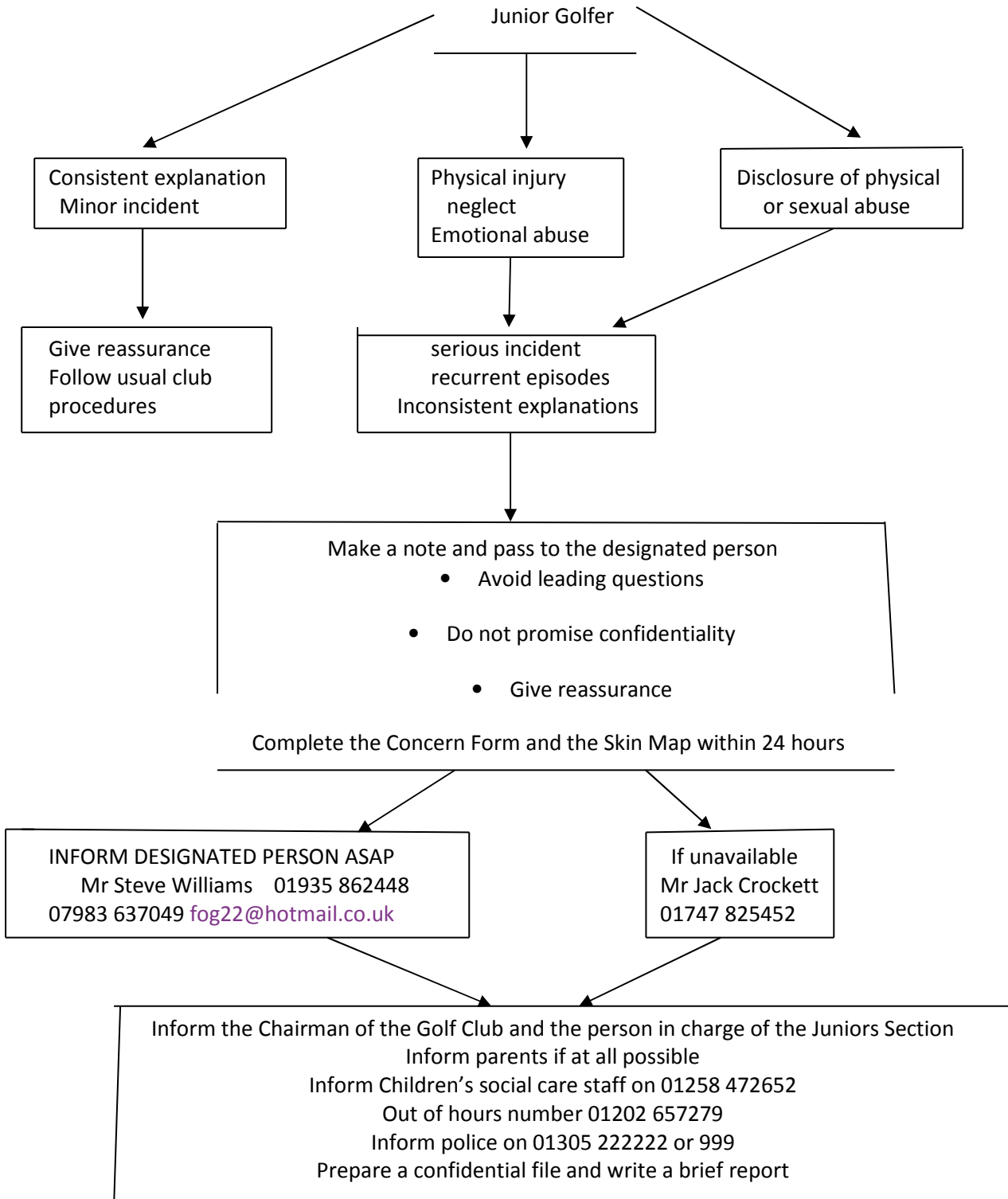
What to do if you are worried that a child is being abused outside of the Club/County (but the concern is identified through the child's involvement in golf)





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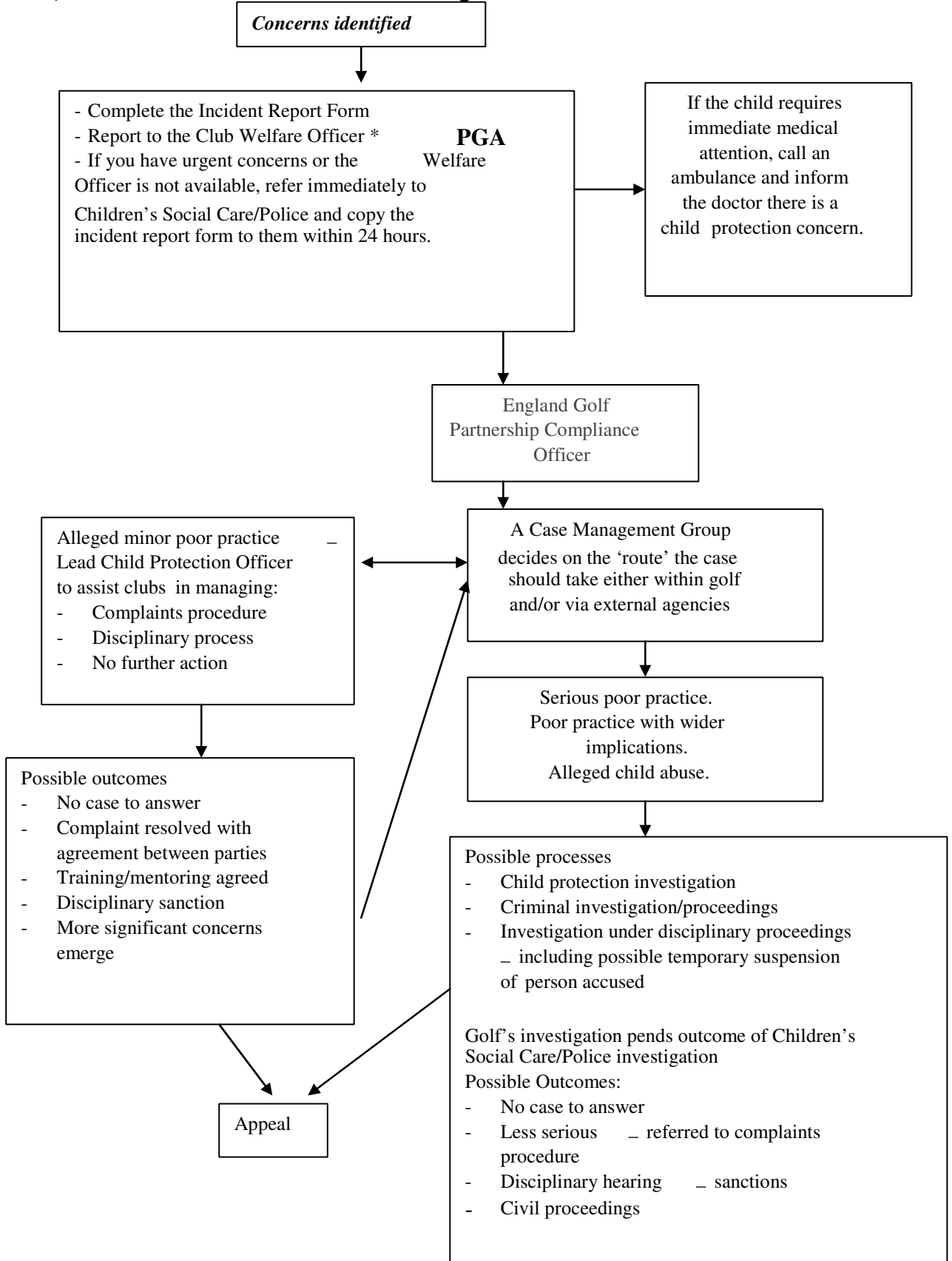
What to do if you a Junior member raises a concern which is identified through the child's involvement in golf





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What to do if you are worried about the behaviour of any member, volunteer, staff, Pro, coach or official in Golf or affiliated organisations





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5. EMERGENCIES AND INCIDENTS

- 5.1** Parental Consent Forms (**appendix 7**) will be obtained and retained by the Sherborne Golf Club for all children who are participating in events or activities, or attending coaching organised by the club. These forms will be treated in confidence and only shared with those who require the information they contain to perform their role effectively.
- 5.2** In the event of a child requiring medical attention:
- The parents will be contacted immediately.
 - In the event of failure to contact parents, the alternative emergency contacts will be used.
 - The consent form will be consulted to establish whether parents have given their consent for a club representative to act in loco parentis.
 - An adult club representative will accompany the child to seek medical attention, if appropriate.
 - A record of the action taken will be made and retained by a club representative.
- 5.3** Where a parent is late in collecting their child the following procedure will apply:
- Attempt to contact the parent/carer using the contact details on the Parental Consent Form
 - Attempt to contact the first, then the second emergency contact nominated on the Consent Form
 - Wait with the young person(s) at the venue with, wherever possible, other staff/volunteers or parents.
 - If no one is reachable, contact the Club's Welfare Officer for advice.
 - If all attempts to make contact fail, consideration should be given to contacting the police for their advice.
- Staff, Volunteers & PGA Pros should try to avoid:
- Taking the child home or to another location without consent.
 - Asking the child to wait in a vehicle or the club with them alone.
 - Sending the child home with another person without permission.

6. SUPERVISION

- 6.1** During coaching sessions the club will endeavour to ensure that there is at least one Coach/volunteer present for every 8 children.
- 6.2** Parents will be encouraged to stay for coaching/competitions & other events where their children are of an age where their supervision is required.
- 6.3** If there are young children (under 10 years of age) attending events, activities, coaching or playing sessions they will be supervised at all times.

Wherever possible adults will avoid changing or showering at the same time as children but parents will be made aware that with limited changing room space there will be occasions when adults and children may need to share the facilities.

- 6.4** Parents should be aware that if children are left at a venue unsupervised, other than to attend specific coaching sessions, competitions, or other organised events, the club cannot accept supervisory responsibility.
- 6.5** Special arrangements will be made for away trips. Parents will receive full information about arrangements for any such trip and will be required to provide their consent for their child's participation



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7. GOOD PRACTICE GUIDELINES

7.1 Behaviour of adults and children

- 7.1.1** Adults who work with children are placed in a position of trust in relation to children, and therefore it is important they behave appropriately and provide a strong positive role model for children, both to protect children and those working with children from false allegations of poor practice. Codes of conduct will be issued to junior members & adults working with them to promote good practice.
- 7.1.2** Sherborne Golf Club requires that all staff and volunteers working with children adhere to the standards set out in the Code of Conduct (**appendix 4**). Similarly, children are expected to follow their own code of conduct to ensure the enjoyment of all participants and assist the club in ensuring their welfare is safeguarded (**appendix 4**).
- 7.1.3** Parents should also work together with the club to ensure that the safety of all children is safeguarded. A sheet on “Parental Responsibilities” (**appendix 8**) is provided to assist them in understanding how they can best assist the club.

7.2 Adults and Children playing golf together

One of the reasons for the popularity of golf is that the game is not restricted by ability, age or gender. Responsible interaction between adults and children helps bring mutual respect and understanding and will be encouraged as part of club activities. Adults should always be aware however that age related differences do exist and conduct themselves in a manner that recognises this.

7.3 Physical Contact

Physical contact with children by coaches or volunteers should always be intended to meet the needs of the child and the sport, not the adult. That is, to develop golf technique, to protect the child from injury, to provide first aid or treat an injury. It should always take place in an open environment, and should not, as a general principle, be made gratuitously or unnecessarily

7.4 Transport

- 7.4.1** The club believes it is primarily the responsibility of parents/guardians to transport their child/children to and from events. It is not the responsibility of club volunteers or coaches to transport children and young people to and from events, activities, tournaments or matches.
- 7.4.2** The club may make arrangements for transport in exceptional circumstances, such as team events. Where this is the case, the written permission of the parents of the relevant children will be sought. The drivers used will be checked for their suitability to supervise children (see Section 1 Recruitment and Training) and their insurance arrangements verified

7.5 Photography/ Videoing

- 7.5.1** Permission will be sought from parents prior to the publication or use of any video or photographic images of their child, for instance in newspapers, websites or for coaching purposes. The personal details of the child will not be used in any promotional material.



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- 7.5.2** Any press/official photographers attending events will be required to seek permission from the club before taking photographs and also permission of parents to use the images.

7.6 Anti Bullying Procedures

- 7.6.1** We believe that every effort must be made to eradicate bullying in all its forms. Bullying can be difficult to define and can take many forms which can be categorised as;

- ◆ Physical – hitting, kicking, theft
- ◆ Verbal – homophobic or racist remarks, threats, name calling
- ◆ Emotional – isolating an individual from activities or a group

All forms of bullying include;

- ◆ Deliberate hostility & aggression towards an individual(s)
- ◆ A victim who is weaker and less powerful than the bully or bullies
- ◆ An outcome which is always painful & distressing for the victim

Bullying behaviour may also include;

- ◆ Other forms of violence
- ◆ Sarcasm, spreading rumours, persistent teasing
- ◆ Tormenting, ridiculing, humiliation
- ◆ Racial taunts, graffiti, gestures
- ◆ Unwanted physical contact or abusive or offensive comments of a sexual nature.

The Club and its Staff, Volunteers & Coaches will not tolerate bullying in any of its forms during club matches, competitions, coaching or at any other time while at the club.

- 7.6.2** We are intent that we will;

- ◆ Provide a point of contact where those being bullied can report their concerns in confidence – The CWO & Office Manager.
- ◆ Take the problem seriously.
- ◆ Investigate any and all incidents and accusations of bullying.
- ◆ Talk to bullies and their victims separately along with their parents/guardians.
- ◆ Impose sanctions, which may include expulsion from the club for bullies.
- ◆ Inform all members of the club about the incident and action taken if appropriate.
- ◆ Keep a written record of all incidents and the action taken.

7.7 Confidentiality

- 7.7.1** Details of all juniors will be kept on file in the office and will not be shared with a third party without parent/guardian consent. Access to this information will be granted to Office Manager, the Junior Organiser(s) and the PGA Golf Professional(s). Details will be passed onto the County Organisations as requested when juniors have reached an ability level that meets the relevant county criteria.
- 7.7.2** All concerns/allegations will be dealt with confidentially by the club and information will only be shared on a need to know basis, either internally or externally depending on the nature/seriousness of the concern/allegation.

7.8 Changing rooms

The changing rooms are used by all members & visitors, juniors will only be supervised if needed at club organised events. Parents will be made aware that adults use the changing rooms throughout the day for changing & showering. Where a parent/guardian does not



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consent to their child accessing the changing rooms, it is their responsibility to either supervise the child while in the changing rooms or ensure that they do not use them.

8. Useful Contacts

Golf Contacts		
Name	Address	Number
Club Welfare Officer	Steve Williams	Mob: 07983 637049 Email: fog22@hotmail.co.uk
England Golf Partnership Compliance Manager –	Nancy Squires	Tel: 01526 354500 or 01526 351813 Email: n.squires@englandgolf.org
Office Manager	Jackie Beveridge	Mob: 07889 954662 Email: sgcoffice@sherbornegolfclub.co.uk

Local Contacts		
Local Children's Social Care (including out of office hours contact) NB. In an emergency, the Samaritans will hold the Duty Officer's contact number	STAY SAFE TEAM 01305 221000	OUT OF HOURS After 5pm or at the weekends please contact The Emergency Social Work Duty Team Telephone: 01202 657279
Local Police child protection teams	In an emergency contact 999	
NSPCC Freephone 24 hour Helpline	0808 800 5000	

National Contacts

The NSPCC	National Centre	Tel: 0808 800 5000
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Childline UK	Freepost 1111	Tel:	0800 1111
NSPCC Child Protection in Sport Unit		Tel: 0116 366 5590	cpsu@nspcc.org.uk

9. Appendixes

All forms should be completed and returned to:

Club Welfare Officer Sherborne Golf Club	Or Office Manager Sherborne Golf Club
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- 1) Application form – **page 10**
- 2) Self-disclosure – **page 12**
- 3) References – **page 15**
- 4) Codes of Conduct
 - a. Code of Conduct for staff, PGA Professionals and volunteers – **page 16**
 - b. Code of Conduct for Young Golfers – **page 17**
- 5) Incident Report Form – **page 18**
- 6) Accident Report Form – **page 19**
- 7) Parental Consent Forms (including transport, photo and video) – **page 20**
- 8) Parental Responsibilities – **page 23**



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APPENDIX 1 Application form

Position applied for:

Personal Details

Title: Mr/Mrs/Miss/Dr/Other - please specify

Full Name:

Any previous surname:

Date of birth:

Place of birth:

National Insurance Number (UK Only):

Present Address:

Post Code:

Telephone Numbers:

Email Address:

Previous Address (if you have moved within the last five years):

Current Occupation:

Name and address of Organisation:

Role:

Start Date:

Previous Occupation:

Name of Organisation:

Start Date:

Finish Date:

Reason for leaving:



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Previous Experience of working with children and young people:	
Qualifications: Academic: Vocational: Sporting:	
Reason for applying:	
References: Please provide the names and addresses of two people who know you well (who are not related to you) who have first hand experience of you working with children and whom we can contact to obtain a reference: With your approval, we will also contact your employer (where appropriate) to obtain a reference	
Name: Address: Telephone Number:	Name: Address: Telephone Number:
<p>I am a member of a golf club affiliated to the National Governing Body: Yes/No ; Full/Associate</p> <p>Please provide details of which Governing Body your club is affiliated to and your membership number, if applicable:</p> <p>I agree to abide by the Club/County Codes of Conduct and Child Protection Policy, and confirm that the information I have supplied in completing this form is correct and true.</p> <p>Signed:</p> <p>Date:</p>	



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APPENDIX 2 Self Disclosure Form

You have the right of access to any information held on you and additional rights under the Data Protection Act.

PART A			
Title:			
First Name(s):			
Surname:			
Previous names by which you may have been known:			
Address:			
Postcode:			
Telephone No:			
E mail:			
Date of Birth:		Male/Female:	
Club			
Please give details of the positions which you currently or wish to fulfil, or relevant job title:			
Start Date:			
Please give details of any other clubs you are or have been a member of and give details of any positions you held			

The position for which you have applied is an exempted occupation for the purpose of the Rehabilitation of Offenders Act 1974. All "spent" and "unspent" convictions must be declared. Having an "unspent" conviction will not necessarily impede your appointment within golf.

This will depend on the circumstances and background to your offence.
Evaluation of information is based on strict confidentiality and discretion.



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PART B		
1. Have you ever been convicted of any criminal offence?	YES	NO
If Yes, please supply details of any criminal convictions		
NOTE: You are advised that under the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, as amended by the Rehabilitation of Offenders Act 1974 (Exceptions Amendment) Order 1986, you should declare all convictions including 'spent' convictions, cautions, reprimands and written warnings.		
2. Are you a person known to any Child Social Care department as being an actual or potential risk to children or currently under investigation for a child protection related incident?	YES	NO
If Yes, please supply details		
3. Have you had any disciplinary sanction (from a sports or other organisation's Governing Body) relating to child abuse or poor practice?	YES	NO
If Yes, please supply details		
I certify that all information in this form is true and correct to the best of my knowledge, and realise that false information or omissions may lead to termination of my services		
I hereby consent to a DBS Disclosure		
Signed:		
Date:		
Print name:		
PART C: To Be Completed By The Welfare Officer Or Secretary		
I confirm that I have seen identification documents for the above person, and I confirm to the best of my ability that these are accurate.		
Please provide details of the documents		
Signature of official:		
Position:		
Print name:		
Date:		



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APPENDIX 3
Volunteer Reference Form

(Name)has expressed an interest in becoming a volunteer 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 if you have any reason to be concerned about this applicant that you do not complete the following but please contact the person listed below:

Name:
 Organisation:
 Telephone:

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 this person?
- In what capacity?
- What attributes does this person have which would make him/her suited to this work?
- How would you describe his/her personality?
- Please rate the person on the following: (Please tick one box for each question)

	Poor	Average	Good	Very good	Excellent
Sense of Responsibility					
Self-motivation					
Can motivate others					
Energy					
Reliability					
Dealing with children					
Commitment					
Reliability					
Trustworthiness					

Signed: _____ Date: _____



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APPENDIX 4.1

Code of Conduct for PGA Professionals, Associate Coaches & 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.
- 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 Sherborne Golf Club 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. All Staff, Volunteers & Coaches who work regularly with children must have enhanced, current CRB clearance, it is up to these individuals to show the disclosure form to the club so they can record the CRB number & date.
- 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 & Children in Golf (CiG) 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 Sherborne Golf Club.

Signed:	Date:
PRINT NAME:	



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APPENDIX 4.2

Code of Conduct for Young Golfers

- As a young golfer taking part in a Sherborne Golf Club 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 physical, cultural and racial 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.
- 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.
- Observe instructions or restrictions requested by the adults looking after you.
- You should not take part in any irresponsible, abusive, inappropriate or illegal behaviour which includes:
 - Smoking.
 - Using foul language.
 - Publicly using critical or disrespectful descriptions of others either in person or through text, email or social network sites.
 - Consuming alcohol, illegal performance-enhancing drugs or stimulants.

Child Signature.....Print Name.....

Parent/Guardian Signature.....Print Name.....



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Incident Report Form – Sherborne Golf Club

Recorder's Name: _____

Address: _____

Post Code: _____ Telephone No: _____

Child's Name: _____

Address: _____

Post Code: _____ Telephone No: _____

Complainant's Name: _____

Address: _____

Post Code: _____ Telephone No: _____

Details of the allegations: [include: date; time; location; and nature of the incident.]

Additional information: [include: witnesses; corroborative statements; etc.]

Action taken: _____

Date: _____ Time: _____

To whom was the incident referred: _____

Date: _____ Time: _____

Signature of Recorder: _____ Signature of Complainant: _____



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Accident Report Form – Sherborne Golf Club

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 / Guardians been contacted? YES NO [Please circle.]

Date:

Time:

Signature of Recorder:



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APPENDIX 7 PARENTAL CONSENT
FORM

Name		
Date of Birth		
Address		
Telephone Number		
Parents' Names		
Address		(If different)
Home Telephone No		
Mobile Telephone No		
Work Telephone No		
Emergency Contacts		
Contact 1 Name		
Relationship to child		
Home Telephone Number		
Mobile Telephone Number		
Work Telephone Number		
Contact 2 Name		
Relationship to child		
Home Telephone Number		
Mobile Telephone Number		
Work Telephone Number		

Medical Information

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



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2. Does your child experience any conditions requiring medical treatment and/or medication?
*Yes No *If yes please give details, including medication, dose and frequency.

3. Does your child have any allergies?
*Yes No *If yes please give details.

4. Does your child have any specific dietary requirements?
*Yes No *If yes please give details.

5. 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?

Hearing impairment Learning disability Multiple disabilities

Physical disability Other (Please specify):



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6. Does your child have any communication needs e.g. non-English speaker/ hearing impairment/ sign language user/ dyslexia? If yes, please tell us what we need to do to enable him/her them to communicate with us fully.

- I confirm to the best of my knowledge that my child does not suffer from any medical condition other than those detailed above.
- I agree to notify the County/club of any changes.
- I,, being parent/guardian of the above named child, hereby give permission for the NGB/County/club responsible person to give the immediately necessary authority on my behalf for any medical or surgical treatment recommended by competent medical authorities, where it would be contrary to my child's interest, in the doctor's medical opinion, for any delay to be incurred by seeking my personal consent.
- The attached signature will denote that my child has my permission to be on the golf club's premises. (Please tick the box if agreed)
- I acknowledge that the club is not responsible for providing adult supervision for my child except for formal junior golf coaching, matches or competition.
 (Please tick the box if agreed)
- I also agree to my child being transported by club representatives to and from venues when he/she is representing the golf club. (Please tick the box if agreed)

Signed – Parent/Guardian	
Print name	
Date	



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APPENDIX 8

Guidance for parents

Sherborne Golf Club is delighted to welcome you and your child to what we hope is the first of many events that you will be taking part in. 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 Sherborne Golf Club Safeguarding Policy (attached).
- Complete the attached Parental Consent Form which will enable event organisers to cater for any particular 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 event organiser.
- Be punctual when dropping off and picking up your child for and from coaching / events. It is important to communicate with the event organiser if collecting your child after an event, may cause a problem.
- 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.
- 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/guardian you are encouraged to:

- Discuss any concerns regarding the organisation of activities or the behaviour of adults towards your child with the Club Welfare Officer, who will treat any concerns you or your child may have in the strictest confidence:

Club Welfare Officer -

Kate Cornell, 07866 920057/01935 863051

nigelkate@btinternet.com