

SECTION 1

THE JUNIOR ORGANISER

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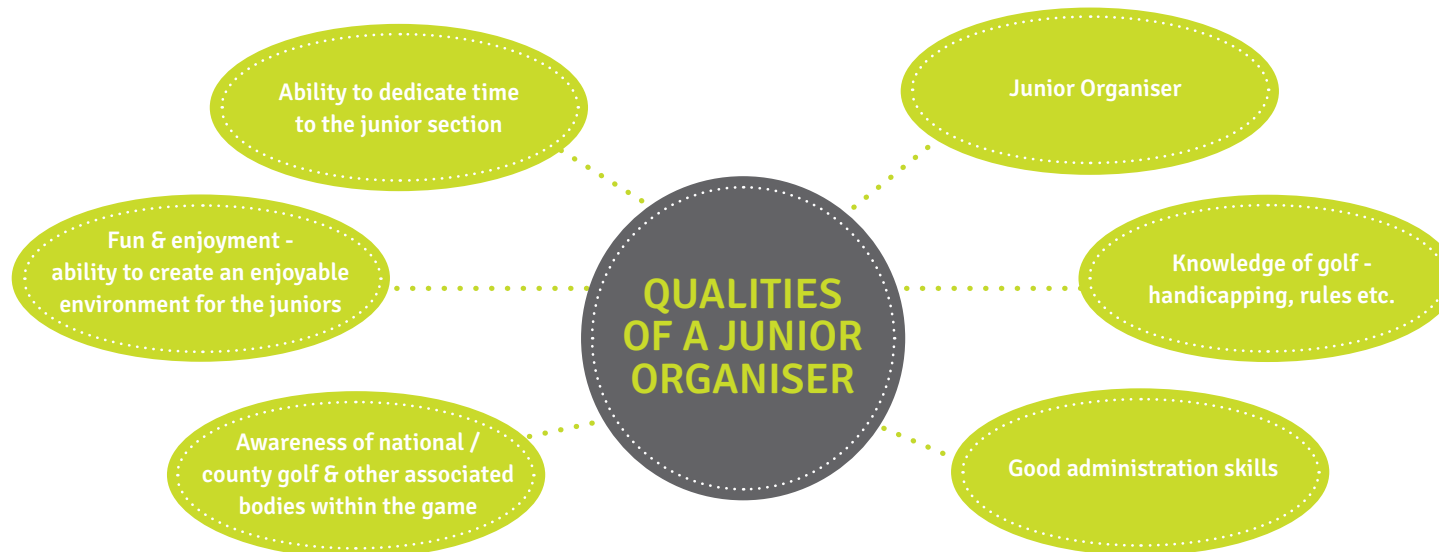
INTRODUCTION

The junior organiser acts as the catalyst for the smooth running of the junior section and although they may have assistants, they are the ultimate co-ordinator of the activities and organiser of the section.

Junior Organisers are usually volunteers from within the club, perhaps with children in the junior section and who have the ability to communicate with young people and

have a sense of fun. The role can be time consuming and does require a committed individual to support continuity, with good organisational skills and support from all areas of the golf club; nevertheless it can also be one of the most rewarding roles and without the dedication and enthusiasm of junior organisers, the game of golf would not be where it is today.

Question: DOES YOUR JUNIOR ORGANISER REGULARLY COMMUNICATE WITH ALL SECTIONS OF THE GOLF CLUB TO PROMOTE THE SUCCESS OF THE JUNIOR SECTION?



TASKS PERFORMED BY THE JUNIOR ORGANISER

There are a number of tasks that need to be undertaken and co-ordinated to ensure the smooth running of the junior section, below are some examples. A junior organiser is not expected to achieve all of these, however it is important to have a good understanding of what the role involves and this also highlights to the golf club what support is required to run the junior section.

- Check the accounts – usually a strong incentive for any change.
- Collating statistics and evidence on the junior section to identify areas for development.
- Helping to produce, implement and maintain a junior development plan.
- Working and communicating with the club secretary/ manager and appropriate committees to ensure the junior section is seen as an integral part of the golf club.
- Supporting and implementing safeguarding policy and procedures.
- Working with the club's PGA Coach to co-ordinate a structured coaching programme.
- Arranging competitions and coaching for junior members.
- Arranging matches against other golf clubs and/or other sections (e.g. ladies).
- Supporting the retention of current junior members into adult membership.
- Recruiting juniors through links with schools and the local community.
- Ensure junior section is welcoming to all irrespective of gender, ability, race, religion, ethnic origin or colour.

RECRUITING A JUNIOR ORGANISER

Due to the important role of the Junior Organiser, it is essential that golf clubs recruit in a professional and structured way to ensure both the individual and golf club understand the process and remit.

The position should be advertised internally on golf club notice boards, via email and also externally on the club's website to ensure a good range of individuals have access to the information.

BASIC DETAILS OF WHAT MIGHT BE INCLUDED WITHIN A JOB DESCRIPTION

- What the role consists of.
- Who the position reports to.
- The expected time requirements.
- Level of involvement with the juniors.
- Knowledge and training required.
- Support from the golf club, including volunteer expenses and training.
- Personnel the Junior Organiser will work alongside.
- Safeguarding requirements.
- The golf club's current junior development plan should also be available to view.

Further support on recruiting volunteers can be viewed on the the Safeguarding Children in Golf website www.childreningolf.org/recruitment-volunteering/selecting-volunteers-and-staff

INSURANCE FOR JUNIOR ORGANISERS

It is important that Junior Organisers liaise with the golf club secretary or manager in order to find out if they are covered under the golf club's public liability insurance policy. This would ensure that cover is provided in the event of injury or damage

to third parties or third party property resulting from alleged negligence of the Junior Organiser. In addition, the Junior Organiser should check their own insurance because they may be similarly covered under their household insurance policy.

CASE STUDY

Rhondda Golf Club

The impact of a good Junior Organiser

The club junior membership had declined dramatically prior to the point of non-existence. A former junior member who wanted to help was recruited as junior organiser. He identified there were some key barriers including cost, perception of the game, access to coaching and awareness in the local community that needed to be addressed.

The issues/ barriers were addressed in a variety of ways. Working with the club committee, junior membership fees were reduced and free coaching (linked to Golf Development Wales funding) and equipment was promoted and delivered allowing individuals to access the game easily. The dress code at the club was relaxed to allow young golfers to feel at ease at the club. Lastly the club, led by the junior organiser advertised in the local community to raise the profile of the game using local marketing, press

releases and delivery of golf in schools sessions and community groups.

The free coaching sessions were just the start of the club's growth which attracted over 30 new juniors, all of which was funded using Golf Development Wales and Community Chest funding. The junior organiser quickly identified that the club needed to improve its facilities in order for the section to grow. The club applied for a Ryder Cup Legacy fund and was awarded £75,000 to develop a 9 hole academy course to develop junior golf resulting in the junior section swelling to over 50 juniors. At the time the development of a social enterprise, Valleys Golf Enterprise was born to help further develop the game, not only in the club, but the region.

The top tips for creating success

- Access the services of a passionate PGA Professional
- Access the funding available to you in Wales through GDW, Sport Wales and/or other
- Seek the support from the Local Authority sports development team and GDW officers
- Get a good team around you. Don't try and do it all yourself
- Get a junior representative on the committee to get their views across to the membership
- Social events can act as the 'glue' that brings people together and creates loyalty
- It's not easy but very rewarding. Stick with it and work with your clubs to positively impact the business

GARETH HUGHES
JUNIOR ORGANISER



“ A junior section is not about one person, it is about a team approach and getting the support of others as well at the club committee. ”

GARETH HUGHES
JUNIOR ORGANISER

SUMMARY

The Junior Organiser is fundamental to the organisation and health of the junior section and requires a range of qualities to support them in being effective in their role.

The backing of the golf club is essential to ensure that they are aware of the requirements of the Junior Organiser and the junior section.

There are many individuals and organisations at county and national level that the Junior Organiser can communicate and develop relationships with, who will be able to support the development of the junior section and their role.

To ensure the smooth running of the junior section and to undertake the range of tasks involved, the Junior Organiser requires assistance from other staff members and volunteers.

The Junior Organiser should enjoy working with young people and be able to communicate with them and of course they must have a sense of fun!

Support is available for Junior Organisers in their role through the Golf Development Wales, Golf Development Officers.