

SECTION 8

SAFEGUARDING & EQUITY

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INTRODUCTION

Sport can be seen as a positive influence to help children and young people develop a range of skills which can help them throughout their lives. It is therefore essential that children and young people are safeguarded when they are participating and that their experience is one that will reinforce the positive aspects of sport and encourage them to return.

Safeguarding is not a subject that is separate from the day to day activities in golf, as it is an intrinsic part of running a golf club and is integral to planning, risk assessment and organisational processes. Golf clubs have a responsibility to ensure that there are workable and effective child welfare procedures in place and their

policies and procedures are recommended to everyone involved, whether paid or unpaid.

The Golf Union of Wales / Golf Development Wales are represented on the Golf Safeguarding Action Group (GSAG), a partnership who work together to ensure that the game of golf is one within which children and young people involved can thrive and flourish in a safe environment.

Golf clubs should also consider how equitable their approach is and strive to ensure no juniors or other golfers/participants are receiving less favourable treatment than others.

RISKS THAT CHILDREN & YOUNG PEOPLE MAY BE EXPOSED TO

In a sporting context, welfare risks can come from a number of sources:

- Bullying of children by their peers or by adults.
- Individuals exploiting their position to gain access to children.
- Placing unrealistic performance expectations on children.
- Lacking awareness of the needs for safeguards.
- Poor planning.

It is important that we are aware of these risks and take steps to minimise them in our golf clubs. Not all risks can be eliminated, but reasonable steps should be taken that are appropriate to the level of risk that a child is exposed to.

WHAT IS GOLF DOING?

The Golf Safeguarding Action Group (GSAG) was formed to produce a child protection policy for golf across Great Britain and Ireland. The recommendations contained within their guidance are based on UK and International legislation and Government guidance.

All of the major golfing bodies which make up the home unions in England and Wales are members of the group and work together to:

- Develop, monitor and review golf's safeguarding strategy.
- Ensure that strategic decisions are managed and communicated throughout the partnership.
- Ensure that there is a consistent approach to child protection policies and procedures across all organisations and partners, which are regularly reviewed and revised as necessary.
- Ensure all golfing organisations have established clear roles and responsibilities within the process of child protection.
- Develop, monitor and review a child protection education and training plan.
- Establish a Case Management Group to ensure that golf has a robust and comprehensive case management system.

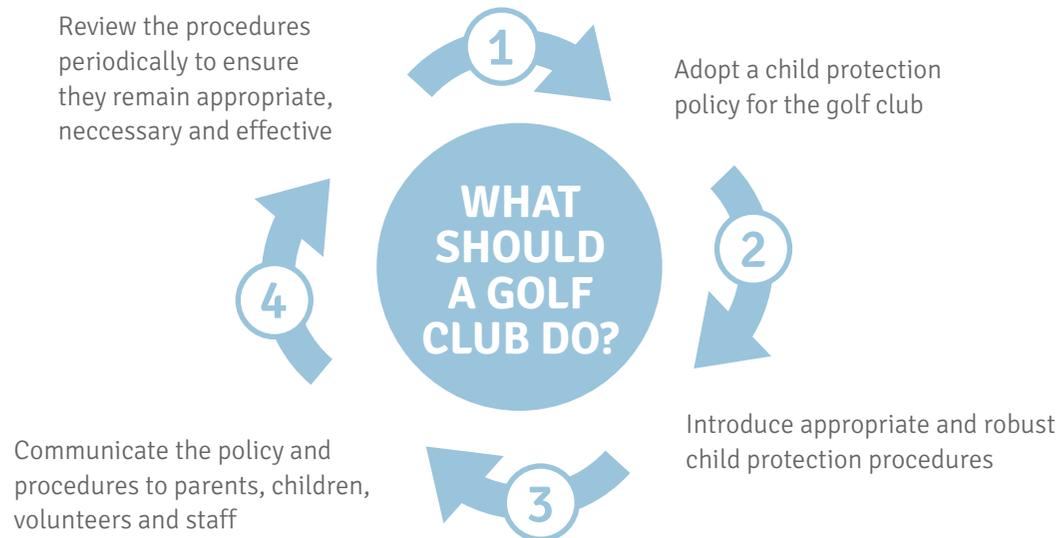
The GSAG Group are committed to ensuring that all children, young people and vulnerable people have a fun, safe and positive experience when playing golf. GSAG has produced guidance on a wide range of safeguarding issues such as the recruitment of staff and volunteers, how to respond to concerns about a child and how to use social media safely to communicate with young people, to help support counties, clubs, members, coaches, volunteers and parents to fulfill their roles and responsibilities.

Visit www.childreningolf.org to view the guidance.

GOLF UNION OF WALES SAFEGUARDING

The Golf Union of Wales together with Golf Development Wales undertake the following:

- Implement safeguarding procedures within golf in Wales.
- The handling of concerns about adults' behaviour towards children.
- The handling of concerns about children's welfare.
- Obtaining appropriate checks on those working with children – DBS disclosures.
- The provision of training opportunities for volunteers and staff – Safeguarding & Protecting Children workshops and Time to Listen Workshops.
- The provision of advice to clubs and counties regarding safeguarding.



All guidance and information can be sourced from www.childreningolf.org

WELFARE OFFICER

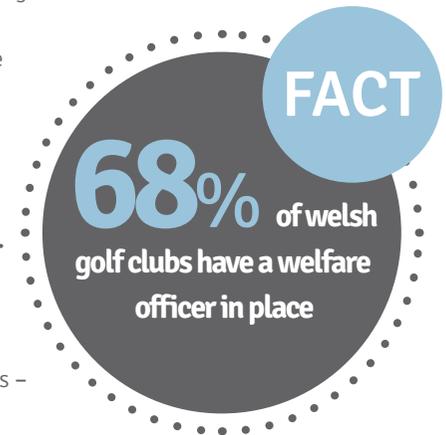
Golf clubs should identify a person to assume the role of Welfare Officer to coordinate their approach to safeguarding and act as a point of contact for concerns. A role description for a Welfare Officer can be found on the website - www.childreningolf.org

Core skills of the role include:

- Basic administration and record maintenance.
- Communication skills.
- Confidence to refer cases externally.
- Ability to effectively implement child protection policies and procedures.

DBS DISCLOSURES

Golf clubs should obtain enhanced DBS disclosures (previously CRB) for all individuals caring for, training or supervising children on the club's behalf and it is important for the safeguarding of children that this is done. Contact Golf Development Wales to find out how to obtain a DBS disclosure or refer to the Safeguarding Children section on www.golfdevelopmentwales.org
PGA members should contact the [PGA](http://www.pga.info) – www.pga.info



OTHER SUPPORT

NSPCC

The Child Protection in Sport Unit of the NSPCC has a website that also provides advice for sports clubs – www.nspcc.org.uk

The NSPCC Helpline – 0800 800 5000 provides confidential advice to individuals concerned about an adult's behaviour or a child's welfare.

QUESTION ARE ALL STAFF, VOLUNTEERS, MEMBERS AND NON MEMBERS INFORMED ABOUT YOUR GOLF CLUB'S SAFEGUARDING POLICY AND PROCEDURES?

SPORTS EQUITY

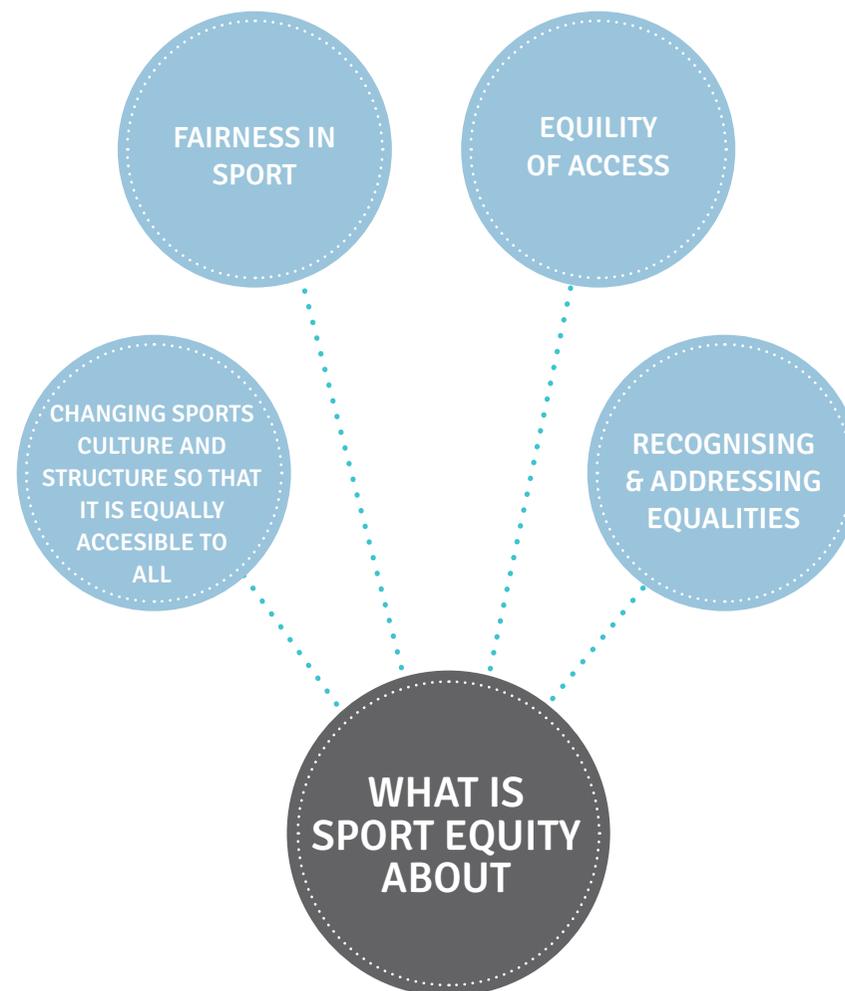
All people, irrespective of their age, gender, ability, race, religious or political beliefs, ethnic origin, colour, social status, or sexual orientation should have a genuine and equal opportunity to participate in golf at relevant levels and in all roles, whether as a spectator, official or player.

The Golf Union of Wales has produced an equity statement and policy, which is also adapted for golf clubs. It is recommended that golf clubs adopt the equity policy and regularly review their practices in relation to this.

Although equity is covered throughout this handbook, in terms of being fair and limiting restrictions, it is also important to define and clarify what equity actually means and what golf clubs should be thinking about.

Questions to ask . . .

- Is the golf club recognising their legal obligations and complying fully with the law?
- Are any individuals or groups discriminated against at the golf club due to their personal characteristics other than those necessary to the proper performance of the work involved or the membership category applied for?
- Are policies and procedures regularly reviewed and communicated?
- Is action taken to prevent unfair treatment or discrimination of members, volunteers and employees?
- Does the golf club provide and promote the provision of specialised facilities and equipment to support the personal development of all members, volunteers and employees?





EQUALITY ACT 2010

The Golf Union of Wales has guidance on the requirements of the Equality Act 2010 to support golf clubs in complying with the law .

The Act makes it unlawful to discriminate against members, associate members, prospective members and guests on the basis of a protected characteristic, whether directly or indirectly. This does not mean that all must be treated identically, just that no one must be treated less favourably because of their sex, race, religion, disability etc.

The protected characteristics listed in the Act are:

- Age
- Disability
- Gender reassignment.
- Marriage and civil partnership.
- Race (including ethnic origin, national origin, colour, nationality).
- Religion or belief
- Sex
- Sexual orientation

CASE STUDY

RHYL GOLF CLUB, DENBIGHSHIRE

OPPORTUNITIES FOR JUNIORS WITH DISABILITIES

Rhyl Golf Club School Visits and Festival – Denbighshire

Lots of opportunities have been created to offer pathways for Disabled Golfers within Denbighshire. One idea was brought about through work between Golf Club Professional Anthony Middleton, Golf Development Wales and County Disability Sport Officer Brett Jones. Anthony had attended the PGA Inclusive Golf Coaching training and was keen to offer opportunities to all children wanting to take up golf in the area.

A meeting was set up with the PE coordinators in Ysgol Tir Morfa and Ysgol Plas Brondyffryn to arrange visits to the schools from Anthony. Coaching sessions have taken place with over 40 children being introduced to Golf, culminating in a fun festival between the 2 schools at the end of the summer term. The aim of the sessions was to teach the students the different parts of the game, techniques and also the rules of golf in a fun and safe environment and those who wanted to take up more golf, further coaching was offered at the club. All children were fully integrated into the junior section. Anthony has recently won Denbighshire Sports Awards Coach of the Year for his work throughout the year.

The Golf Union of Wales as a National Governing Body has attained insport Bronze, with Rhyl Golf Club working towards insport Ribbon. Insport is Disability Sport Wales' programme which aims to support the physical activity, sport and leisure sectors delivering inclusively of disabled people.

Brett Jones

Denbighshire Disability Officer



SUMMARY

Golf Development Wales on behalf of The Golf Union of Wales are committed through the work of the Golf Safeguarding Action Group (GSAG) Group to ensure that all children have a fun, safe and positive experience when playing golf.

Golf Development Wales will ensure that recognised and recommended policies and procedures are implemented and managed professionally.

Golf clubs have a duty of care to ensure the welfare of their juniors is paramount. Safeguarding should not be seen in isolation and should be an intrinsic part of golf club life.

Golf clubs have legal obligations under the Equality Act 2010 to ensure that members, prospective members and guests are not discriminated against on the basis of their age, disability, gender reassignment, marriage and civil partnership, race (including ethnic origin, national origin, colour, nationality), religion or belief, sex or sexual orientation.

Golf clubs should examine whether their practices are equitable to all members, non members, volunteers and employees and understand the benefits of sports equity.

The Junior GolfCert Accreditation Scheme can support golf clubs in implementing safeguarding and equity policies and procedures – www.juniorgolfguide.org