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Women's Recruitment

And How England Golf Can Help You

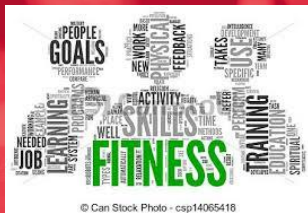
27th February 2020



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Where to start?

- Does your club have a strategy for women's recruitment?
- What is your club's position in the market and which women are you most likely to attract?
- Do you know what the women you are targeting want?





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Attracting New Golfers

- Internal v. External recruitment
- Create an effective pathway
- You help new players learn, play and integrate





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How can we help?

Everyone's welcome

Get into Golf

Women on Par

Back for 2020!

Women in Golf Charter

Our Club Support Network





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Useful links

- [England Golf Women's Recruitment Toolkit](#)
- [Women on Par Programme](#)
- [Women and Girls Golf Week – #WhyIGolf](#)
- [Ways to Play Guidance](#)
- [R&A Women in Golf Charter](#)
- [England Golf Club Support Network](#)





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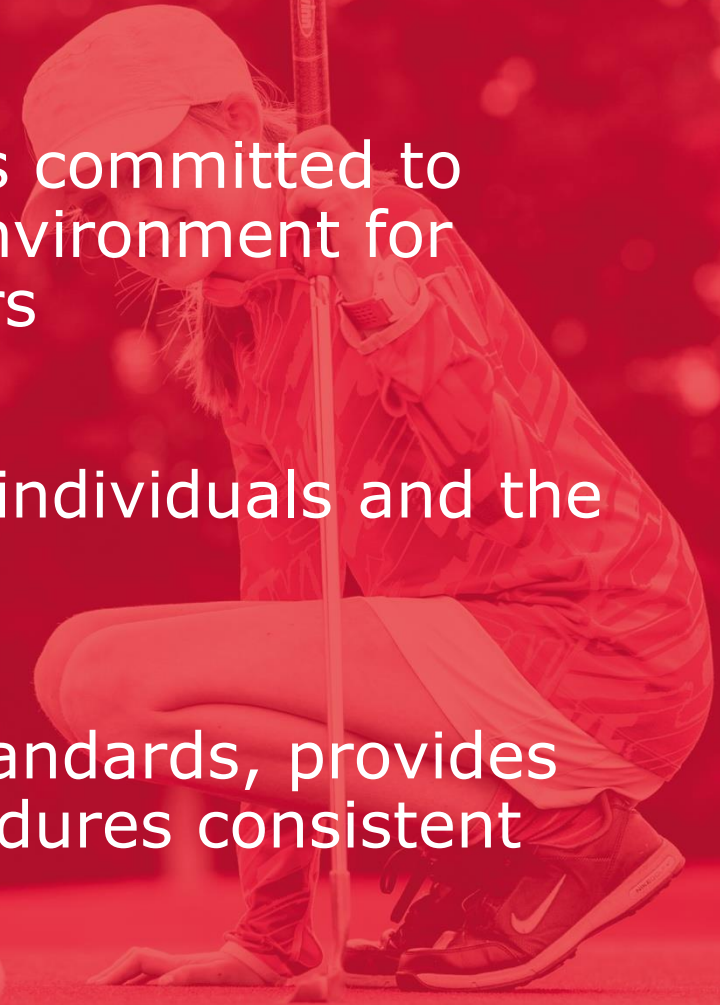
An introduction to SafeGolf



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What is SafeGolf?

- A partnership of UK golf bodies committed to ensuring a safe and positive environment for players, workers and volunteers
- Protecting the image of clubs, individuals and the sport generally
- Shows that clubs meet high standards, provides guidance, education and procedures consistent across the country
- Mandatory to clubs and county bodies from 2021



SafeGolf in a nutshell

- Two new policies and procedures – Children and Young People and Adults at Risk

Insert Club Logo

XXXX Golf Club

Children and Young People Safeguarding Policy and Procedures

Contents

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- Appropriate recruitment, training and management of staff and volunteers
- DBS checks, SPC/TTL courses, Self-Disclosure and Reference Forms



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SafeGolf in a nutshell

- Appoint and train an appropriate Club Welfare Officer

CLUB WELFARE OFFICER (CWO) ROLE DESCRIPTION TEMPLATE

Are you you

- Someone who always puts children's welfare first?
- Someone who wants children and young people to be safe and have fun?
- Passionate about our Golf Club and feel that we could benefit from your skills and experience?

If so, please consider applying to volunteer as a Club Welfare Officer at our Golf Club and help everyone to have a great experience here.

Who makes a good Club Welfare Officer?

A good CWO is someone who is:

- Able to work with a team to ensure that golf is a fun, enjoyable and safe experience for all.
- Passionate about creating an environment that enables Children and Young People to thrive at the golf club.
- Accessible and approachable for children and adults.

NB: It is not recommended for the coach or volunteer with direct responsibility for delivering the junior programmes at the Golf Club to undertake this role.

Personal attributes of a good CWO include:

- Friendly, approachable and enthusiastic.
- Reliable and committed.
- An ability to maintain records.
- Caring and compassionate.
- A child focused approach with good communication and listening skills.
- An understanding of safeguarding, poor practice and abuse.

The Roles and Responsibilities of a Club Welfare Officer

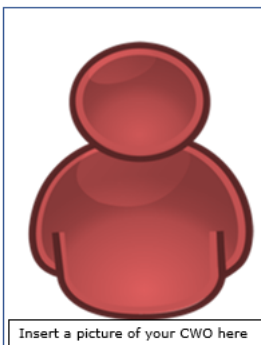
Whilst everyone is responsible for safeguarding the Club Welfare Officer is the person within a Golf Club with primary responsibility for managing and reporting concerns about children or adults at risk and for putting in to place safeguarding procedures.

Golf should be fun!

You should feel safe and enjoy your sport

Is something worrying you?
Do you need someone to talk to?

Speak to your club welfare officer



Club Welfare Officers Name:

XXXX XXXX

Email address:

XXXXXXXXXXXXXXXXXX

Telephone Number:

XXXXXXXX

Alternatively, you can speak to someone at



ChildLine 0800 1111 | NSPCC 0800 800 5000 | England Golf 01526 351851




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Club name:

Please select county... [>](#)


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- [Bakewell Golf Club](#)



WHAT IS GOLFMARK?


Why your club should get involved? GolfMark explained and the **benefits package**

[MORE](#)

 **SafeGolf**

[LEARN MORE ABOUT SAFEGOLF](#)

The Point at Polzeath win 2017 GolfMark Club of the Year [MORE](#)





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The steps to becoming a SafeGolf club

Working through the checklist





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Q1 – Adopt England Golf Safeguarding Policy & Procedures template and communicate it

Q1.1

Read, understand and implement EG's Safeguarding Policy & Procedure template.

Make it your own with club branding and relevant details and gain board/committee approval for its adoption.

Q1.2

Send it to all your members via email and place a copy of the short policy on your notice board (Appendix 19)

Q1.3

Upload appendix 19 to your website along with welfare details.



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Q2 – Ensure safeguarding procedures are in place at your club

Q2.1

Read, understand and implement EG's Safeguarding Policy & Procedure template.

Make it your own with club branding and relevant details and gain approval.

Essentially, you are replicating Q1.1. Evidence that the board have agreed to this is key. We want more than the welfare officer, junior organiser and the pro to know about this document.



Q3 – Appropriate procedures for the recruitment and deployment of staff and volunteers are in place

Q3.1

DBS checks are in place for everyone involved in regular junior activity. A flow-chart available via the portal shows who requires a check. All DBS checks, other than Pros, must be done via EG.

Q3.2

References (Appendix 3) are in place for everyone involved in junior activity. PLEASE NOTE – For new staff or volunteers, not existing.

Q3.3

Self-Disclosure forms (Appendix 2) are signed and completed by everyone involved in junior activity.



Q4 – Appoint a club welfare officer with an appropriate role description and training

Q4.1

Club welfare officer poster (Appendix 18) is on junior & adult notice board. Send welfare officer details to all members via email.

Q4.2

Make sure your welfare officer has received a copy of the role descriptor to ensure they know what the role involves.

Q4.3

A scan or photo of your welfare officers Safeguarding and Protecting Children (UK Coaching ONLY) & Time to Listen certificate.

Q4.4

Upload safeguarding register spreadsheet to verify welfare's DBS that includes barring.



Q5 – Appropriate Safeguarding and Child Protection training is provided.

Q5.1

A scan or photo of your volunteers' Safeguarding and Protecting Children certificate. (UK Coaching ONLY)

Q5.2

A scan or photo of your staff/professionals Safeguarding and Protecting Children certificate. (UK Coaching ONLY)



Q6 – Adopt England Golf Adult’s Safeguarding Policy & Procedures template and communicate this!

Q6.1

Read, understand and implement EG’s Adult Safeguarding Policy & Procedure template.

Make it your own with club branding and relevant details.

Q6.2

Evidence of board minute showing that it has been agreed.



Templates and courses

- All templates, including the checklist, policies, the register and CWO information are provided on the GolfMark portal, or can be emailed directly
- SPC courses:
 - Dunstable Fire Station, Beds, 3rd March
 - Frilford Heath GC, Oxon, 16th April (EG)
 - Dunstable Fire Station, Beds, 25th June
- TTL Courses:
 - Frilford Heath GC, Oxon, 9th April
 - The Bedford GC, 22nd April



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And that's that!

Remember, we're here to help you through the process should you have any questions or need any advice.

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www.englandgolf.org/article/be-a-safegolf-club/