



CODE OF CONDUCT FOR DLCGA VOLUNTEERS WORKING WITH JUNIORS

Dorset Ladies County Golf Association (DLCGA) is committed to ensuring that the sport of golf is one within which young people involved can thrive and flourish in a safe environment.

DLCGA Core Values

DLCGA volunteers are required to buy into DLCGA's core values at all times, whether involved in DLCGA activities or otherwise:

- **Be Honest** – acting with integrity, trust, fairness, reliability and transparency
- **Be Supportive** – working together to make golf better for everyone, inspiring people to achieve their goals
- **Be Excellent** – continuously improving, exceeding expectations and setting high standards
- **Be Responsible** – being personally accountable and passionate about driving a strong future for golf
- **Be Inclusive** – welcoming and enabling everyone to be involved with golf in Dorset.

As a volunteer/coach you have a right to:

- Access on-going training and information on all aspects of leading/managing activities for young people, particularly around promoting best practice and safeguarding.
- Support in responding to and reporting any concerns relating to the welfare of children and young people, suspected abuse or poor practice.
- Fair and equitable treatment by DLCGA.
- Be protected from abuse by participants and parents.
- To feel confident, competent and supported by clear guidance and access to appropriate resources when working with children.

Code of Conduct

DLGA staff, coaches and volunteers involved in the organisation and delivery of golfing events and activities for junior players have a great opportunity to be positive role models and help to build an individual's confidence and performance.

This Code of Conduct requires staff and volunteers to:

Be honest:

- Not exert undue influence over junior players to obtain personal benefit or reward.
- Ensure that no allegations of abuse of any kind or poor practice go unchallenged or unreported – all concerns about the welfare of juniors, incidents and accidents must be responded to, reported and recorded in the line



with DLCGA procedures. Wherever concerns do not relate to a child's parents/carers you should also ensure that they are informed appropriately.

- Report all safeguarding concerns to DLCGA County Welfare Officer. DLCGA expects all concerns relating to the safety and/or welfare of a child or young person, however small, to be reported appropriately and without delay in order to ensure early and appropriate intervention. Where appropriate DLCGA will work with Clubs, coaches, parents/carers and external agencies (school, social services, the police etc.) to ensure that the young person's support needs can be fully assessed and responded to.
- Not to develop personal relationships with junior players which go beyond that which is expected within professional boundaries.
- Maintain confidentiality about sensitive information but share information appropriately and without delay in the event of safeguarding concerns arising.
- Not spend excessive amounts of time alone with junior players unless there are exceptional circumstances which should be agreed with parents and DLCGA County Welfare Officer and recorded.

Be supportive:

- Be familiar with and comply with DLCGA's safeguarding policy and procedures.
- Consider the wellbeing and safety of participants before the development of performance.
- Respect the privacy of the Junior players appropriately.
- Be positive, approachable and offer praise to promote the objectives of DLCGA activity at all times.
- Never use sanctions that humiliate or harm young people.
- Develop an appropriate working relationship with participants, based on mutual trust and respect.

Be excellent:

- Take pro-active action to promote the welfare of players at all times and prioritise welfare considerations above those of performance
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Not allow the use of bad language or other inappropriate behaviour.
- Respect and listen to the opinions of young people.
- Take time to explain coaching techniques to ensure they are clearly understood.
- Refrain from smoking and consuming alcohol during event activities or coaching sessions.
- Never condone rule violations or the use of prohibited substances.

Be responsible:

- Promote a safer environment for all junior players by providing effective supervision, proper pre-planning of activities, and adopting safe practices at all times.
- Demonstrate a clear understanding of their safeguarding role and responsibilities and duty of care to all participants.



- Hold appropriate valid qualifications, including up to date recognised safeguarding/child protection training, and insurance cover.

Be inclusive :

- Treat all junior players fairly and ensure they feel valued – demonstrate no favouritism.
- Not to, and encourage all junior players not to, discriminate on the grounds of religion, beliefs, race, gender identity, social class, ability or sexuality. A zero tolerance of bullying and prejudice should be communicated clearly.
- Foster team work to ensure the safety of all junior players in their care.
- Establish and address the additional support needs of junior players who have been identified as additionally vulnerable (e.g. due to mental health issues, bereavement, injury, stress etc.).

I have read the above Code of Conduct and agree to abide by the code. I understand that if I breach the Code, I may be subject to action in accordance with DLCGA's safeguarding and disciplinary procedures

Signed:

Print Name:

Position:

PLEASE SIGN AND RETURN TO THE COUNTY WELFARE OFFICER