



## Safe Golf for Children Policy

The Aorangi Golf Association is fully committed to safeguarding the welfare of all children in its care. We recognise the responsibility to promote safe practice to protect children from harm and exploitation while participating in our activities.

Staff and volunteers will work together to embrace difference and diversity and respect the rights of children.

For the purposes of this policy and associated procedures, a child is recognised as someone under the age of 18 years.

### Policy Principles

In implementing this policy we are committed to the following principles:

1. The welfare of children is the primary concern.
2. Child protection is everyone's responsibility.
3. All children, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief, sexual identity have the right to protection from all forms of harm;
4. Aorangi Golf will work in partnership with children and parents/careers to promote the welfare, health and development of children.

### Policy Objectives

The aim of this policy is to promote good practice through;

1. Promoting the health and welfare of children by providing opportunities for them to take part in golf safely.
2. Promoting and implementing appropriate procedures to safeguard the well-being of children and protect them from harm;
3. Recruiting, training supporting and supervising staff, members and volunteers to adopt best practice to safeguard and protect children from harm and to reduce the risk of allegations or complaints against themselves;
4. Requiring children, staff, members and volunteers to adopt and abide by this Child Protection Policy and these procedures.
5. Responding to any allegations of misconduct or harm to children in line with this policy, as well as implementing where appropriate relevant investigative, disciplinary and appeals procedures.
6. Regularly reviewing this policy and procedures.

### Practices

1. Promote a child centred approach where all children are treated equally and with dignity.  
Activities and language should be age appropriate.  
Feedback should be about performance, and not of a personal nature.  
Make golf fun.
2. Create a safe and open working environment that also reduces risk to staff and volunteers.



Exercise common sense  
Ensure that all physical contact with children is relevant and appropriate to the activity.

Ensure that any filming or photography of children is appropriate and if necessary, obtain parental consent.

Request parental consent before transporting children in a vehicle - ensure vehicle is insured has a current WOF and registration.

Other than for administration or golf feedback avoid one-on-one communication through social media, texting or email.

Any type of bullying behaviour including text and cyber should be prevented.

3. Avoiding situations where you are alone with a child.

### **Procedures**

1. Recruiting, Aorangi Golf will ensure that when recruiting people to work with children the process is robust and includes:

- .A role description
- .Follow up on referees
- .Interviewing
- .Appropriate screening to include police vetting

2. Education and training: Where appropriate Aorangi golf will encourage training of staff and volunteers in order to ensure that they continue to work safely and effectively with children. Encourage staff and volunteers to analyse their own behaviour and practices so as to minimise the risk of allegations or complaints.

3. Complaints and Investigative Procedure: Should the Aorangi Golf Association be made aware of alleged harm to a child by a staff member or volunteer they will inform the staff member or volunteer of any allegations against them. Be guided by the Police on this as each situation will be judged on it's merits.

Where there is a criminal offence the Aorangi Golf Association will stand down the employee or volunteer while the matter is being investigated.

### **Reviews**

This policy will be reviewed on an annual basis or more frequently following changes in relevant legislation of following issues or concerns raised about the safety of children.

The Review process will be undertaken by the Aorangi Golf Association Board.