



CHILD SAFE CODE OF BEHAVIOUR.

INTRODUCTION.

Shelly Beach Golf Club (SBGC) seek to provide a safe, fair, and inclusive environment for everyone involved in golf. To achieve this, SBGC require certain standards of behaviour of players, athletes, administrators, coaches, officials, parents and/or guardians (of child participants) and spectators.

PURPOSE.

The Codes of Behaviour are underpinned by the following core values:

- To act within the rules and spirit of golf.
- To display respect and courtesy towards everyone involved in golf and prevent discrimination, bullying, and sexual harassment.
- To prioritise the safety and well-being of Children and Young People involved in golf.
- To encourage and support opportunities for participation in all aspects of golf.
- To maintain appropriate boundaries when interacting with children.

APPLICATION.

The Codes of Behaviour apply to the following people whether they are operating in a paid or unpaid/voluntary capacity at SBGC and during golf activities sanctioned or controlled by SBGC.

- All members of SBGC.
- Individuals who are members of Boards, Committees and Sub-Committees.
- All employees, volunteers, independent contractors, and other workplace participants.
- Any other person or organisation that is affiliated with SBGC.
- Any person who is a participant in a golf activity.
- Parents, guardians, spectators, and sponsors, and any other person.
- Any other person who has agreed to be bound by this standard.

BREACH OF THIS STANDARD.

Any alleged breach of the Codes of Behaviour will be managed using the SBGC disciplinary proceedings as outlined in Section 43 of the Clubs Constitution. A list of related Golf NSW and JNIG policies that have been adopted by SBGC, and SBGC policies may be considered when dealing with an alleged breach of the Codes of Behaviour are listed below:

- Golf NSW and JNIG Member Protection Standard
- Golf NSW and JNIG Policy for Interacting with Children
- SBGC Social Media Policy.
- Golf NSW and JNIG Photographic and Publicity Consent Policy

ROLE-SPECIFIC CODES OF BEHAVIOUR.

In addition to the General Code of Behaviour, SBGC has adopted the golf NSW and JNIG Codes of Behaviour. These Codes are as follows:

- Player Code of Behaviour
- Code of Conduct In-Play
- Administrator Code of Behaviour
- Coach Code of Behaviour
- Officials Code of Behaviour
- Parent/Guardian/Spectator Code of Behaviour
- Parent, Spectator and Bag Pusher Guidelines

These codes may be found on our website via the following hyperlink.

(Insert hyper link)

GENERAL CODE OF BEHAVIOUR.

As a person required to comply with this Standard, you are to meet the following requirements regarding your conduct during any golf activity sanctioned by SBGC.

- Respect the rights, dignity and worth of all people involved in golf regardless of their gender, ability, cultural background, religion, or any other personal characteristic.
- Adhere to the rules and etiquette of the game of golf together with the Club's rules, regulations and instructions.
- Be ethical, fair, considerate, and honest in all dealings with others.
- Make a commitment to providing a quality service.
- Do not use your involvement with golf to promote your own beliefs, behaviours, or practices where these are inconsistent with those of SBGC.

- Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example, and they can be easily influenced.
- Always place the safety and welfare of children above other considerations.
- Avoid unaccompanied and unobserved activities with persons under 18 years of age, whenever possible.
- Comply with all relevant Australian laws (Commonwealth and State), particularly anti-discrimination, occupational health and safety, and child protection laws.
- Refrain from any behaviour that may offend others or bring SBGC into disrepute including threatening, abusive, profane, insulting language or gestures to another person, club throwing, deliberate damage or abuse of golf equipment and / or Club property.
- Do not use Physical violence, threatening and / or intimidating behaviour.
- Actions must not damage the character, goodwill, property, or community view of the Club.
- Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying, and/or victimisation.
- Follow the directions and instructions of all SBGC staff.
- Comply with all authorised signs.

CHILD SAFE CODE OF BEHAVIOUR

- Children may be filmed or photographed during lessons for educational/training purposes. That is, photos or footage may be taken during a lesson for the purpose of showing the child their swing. Photos and footage are to be deleted from all devices as soon as practicable after it has been used. Parental written consent will always be sought if we wish to take image, and the reason we wish to use the image will be clear. Club Members are not to photograph children unless they are acting with the permission of the club.
- No one on one communication it to be sent to a child. Group messages are to be used with all contact with Children and a parent will be CCed in such communication. Communication will always be for official purposes and not personal, i.e. training is cancelled.
- The use of adults personal devises by children will be prohibited unless approved by parents in writing for coaching purposes. The professional may show children footage of their or other swings for coaching purposes.
- Staff member and volunteers are not to drive children to or from events unless there are 2 adults in the vehicle and with the documented approval of the parent or carer.
- It is the responsibility of parents or carers to care for children before and after lessons or tee times.
- Prizes will be awarded for competitions as per club policy. Childrens clinics are often concluded with the reward to the class of a small food item, or ice block in summer. These items will be awarded to all participants. Individuals are not singled out for reward other than a nominal prize

for winning a training competition. Apparel and golf packs may be given to all participants at times as an enrolment type incentive.

- Touch from a teaching professional during lessons would generally be uncommon, and may involve touching to adjust hands on the club, or by typically adjusting the position of head, shoulders, hips. The child's consent will be sought prior to any touch. A hand shake, high five etc is a generally accepted gesture at the end of a game of golf.
- Children with injuries will be given appropriate activities, i.e. putting, in conjunction with advice from health professionals whilst injured. If an injury occurs during a coaching session, we will stop the activity for the child and treat as appropriate and advise the child's carer.
- Nudity in any change room or public area in toilets is banned. Members are instructed to change as discreetly and modestly as possible. Shower curtains and or screens are to be closed whilst showering. *(Future design of urinals in clubs renovations will have modesty screens for urinals.)*
- Lessons will generally be given in the open. *(Future renovations)* When giving a lesson in the swing room, with one or more children, the curtain and door are to be left open and the coach is to advise the office that the lesson is to take place. CCTV is to be operating. When taking children out onto the golf course to play holes, the professional is to advise the office of the plan.

(When locker room/change room constructed)

- Adult Members should never be on their own in a locker room or other enclosed spaces with one or more children present. In the event of an adult member being alone in a locker room and a child enters, the adult should leave the locker room or ask the child to wait outside until the adult can leave the room. If a child is in a locker room and a lone adult enters, the adult should leave the room until the child or children leaves.
- Phones are not to be used in the locker room. They are to be left in a pocket or bag etc.

PLAYER CODE OF BEHAVIOUR.

In addition to SBGC General Code of Behaviour, you are to meet the following requirements with regard to your conduct during any golf activity sanctioned by SBGC. In your role as a player, you are to:

- Respect the rights, dignity, and worth of fellow players, coaches, officials, and spectators
- Respect the talent, potential, and development of fellow players and competitors.
- Participate fairly and safely.
- Be frank and honest with your coach concerning illness and injury, and your ability to train and play fully.
- Conduct yourself in a responsible manner relating to language, temper, and punctuality. Do not use profane language at any time.
- Always care for the course by raking bunkers, fills divots and repairing pitch • Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
- Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.

- Co-operate with coaches and staff in relation to programs that adequately prepare you to competition.
- Do not engage in illegal practices that affect sporting performance (including illegal drug use or sports doping).
- Applaud all good play, by your own team and opponents. • Respect and acknowledge the contribution of those who create the opportunity for you to play, e.g., scorers, coaches, timekeepers, administrators, and officials.

CODE OF CONDUCT – CLUB CONSTITUTION.

As detailed in Section 43 of the Clubs Constitution, the board shall have the power to reprimand, suspend, expel or accept the resignation of a member who in the opinion of the Board is guilty of an offence. Expected behaviour includes Integrity, Honesty, Transparency, Fairness, Trust, and Proper Communication. Unacceptable behaviour can include but is not limited to:

§ Display bad temper, club throwing in anger and / or dangerous manner, deliberate damage or abuse of golf equipment and / or Club property.

§ Physical violence, threatening and / or intimidating behaviour.

§ Non-adherence to authorised Pro Shop instructions and course signage. § Failure to care for the course, for example, deliberately not raking bunkers or not fixing, replacing or filling divots.

§ Abuse of signage, flags and or tee markers or causing damage to the golf course.

§ Being disrespectful of other players, referees, or spectators.

§ The use of unacceptable crude or foul language.

Adopted. JULY 2024.

Review Date JULY 2025