

Safeguarding Procedure

Issue 2

July 2020

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Responsibilities:

This document has been produced by TopGolf Ltd to enable children and vulnerable adults to enjoy facilities and activities within all TopGolf sites in a safe environment. The procedure has been produced as guidance for all staff working for the Company and should be adopted by staff who deal with children or vulnerable adults including volunteers, non-paid personnel, students and any partners associated with, doing work for or in conjunction with the Company.

Detail:

Note: For the purposes of this procedure TopGolf Ltd is referred to as the Company.

A copy will be kept in the operations procedures and the policy will make up part of contracts with 3rd parties as appropriate.

Topgolf Coach UK Welfare Officer – Andrew Agnoli Email:

Andrew.agnoli@topgolf.com or Phone: 07500011966

Detail

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WHAT IS SAFEGUARDING?

Safeguarding is about protecting children and vulnerable adults from abuse.

(For ease of reading, child/children refers to both children & vulnerable adults in this document).

OUR AIM

TO PROTECT CHILDREN AND VULNERABLE ADULTS FROM ABUSE.

It is important that all staff dealing with children and vulnerable adults understand that the nature of their work and the responsibilities related to it, place them in a position of trust. This procedure provides clear advice on appropriate and safe behaviours for all staff dealing with children or vulnerable adults in paid or unpaid capacities, in all settings and in all contexts.

UNDERLYING PRINCIPLES

- The welfare of the child is paramount.
- It is the responsibility of all staff to safeguard and promote the welfare of children and young people and vulnerable adults. This responsibility extends to a duty of care for those staff employed, commissioned or contracted to work with children and vulnerable adults.
- Staff who deal with children and vulnerable adults are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions.
- Staff should work and be seen to work, in an open and transparent way.
- The same professional standards should always be applied regardless of culture, disability, gender, language, racial origin, religious belief and/or sexual identity.
- Staff should continually monitor and review their practice and ensure they follow the guidance contained in this procedure.

DEFINITIONS

Child – children and young people who have not yet reached their 18th birthday.

Vulnerable Adult – a person who is or may be in need of community care services by reason of mental or other disability, age or illness and is unable to protect him/herself from significant harm or exploitation.

Abuse – abuse and neglect are forms of maltreatment of a child or vulnerable adult.

Physical Abuse - may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child.

Emotional Abuse - is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.

Sexual Abuse - involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening.

Neglect - the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in serious impairment of the child's health or development.

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Safeguarding - the process of protecting children and vulnerable adults from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances consistent with the provision of safe and effective care that enables them to have optimum life chances and enter adulthood successfully.

Duty of Care - The duty which rests upon an individual or the organisation to ensure that all reasonable steps are taken to ensure the safety of a child or vulnerable adult involved in any activity or interaction for which that individual or organisation is responsible. Any person in charge of, or working with children and vulnerable adults in any capacity is considered, both legally and morally to owe them a duty of care.

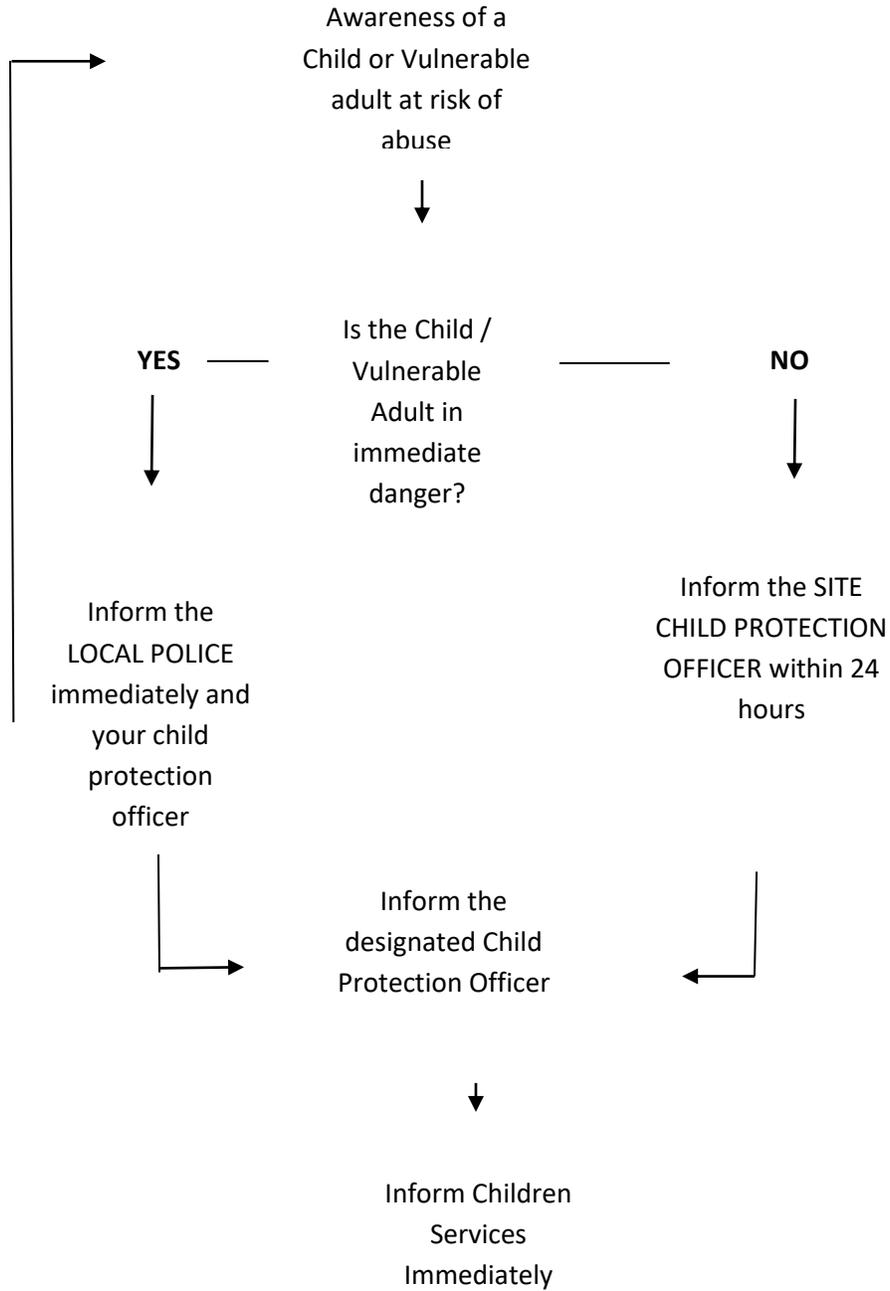
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Safeguarding Children & Vulnerable Adults - Flowchart



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HOW WOULD I RECOGNISE IF A CHILD IS BEING ABUSED?

It is not always easy to spot when children have been abused even for the most experienced carers. However, some of the more typical symptoms, which should trigger your suspicions would include: -

- Unexplained or suspicious injuries such as bruising
- Cuts or burns, particularly if situated on a part of the body not normally prone to such injuries.
- Sexually explicit language or actions,
- A sudden change in behaviour (e.g. becoming very quiet, withdrawn or displaying sudden outbursts of temper).
- The child describes what appears to be an abusive act involving him/her.
- A change observed over a long period of time (e.g. the child losing weight or becoming increasingly dirty or unkempt).
- A general distrust and avoidance of adults, especially with whom a close relationship would be expected.
- An unreasonable reaction to normal physical contact.
- Difficulty in making friends or abnormal restrictions on socialising with others.

However, it is important to note that a child could be displaying some or all of these signs or behaving in a way which is worrying - this does not necessarily mean the child is being abused; they may for instance be suffering bereavement. Similarly, there may not be any signs, but you may just feel something is wrong.

If you are worried, it is NOT your responsibility to decide if it is abuse but it is your responsibility to ACT on your concerns and contact the Welfare Officer, or the Head of HR.

WHAT SHOULD I DO IF A CHILD TELLS ME S/HE IS BEING ABUSED?

Always:

- Remain calm - ensure the child is safe and feels safe, show and tell the child that you are taking what s/he says seriously.
- Reassure the child and stress that s/he is not to blame.
- Be honest; explain you will have to tell someone else to help stop the alleged abuse.
- Make a full record of what the child has said as soon as possible after the event.
- Report to a senior manager without delay.
- Maintain confidentiality - only tell others if it will help protect the child.

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Never:

- Take sole responsibility – **always** consult a Child Protection Officer as soon as you can.
- Begin to protect the child and gain support for yourself.
- Rush into actions that may be inappropriate.
- Make promises you cannot keep.
- Ask inappropriate questions, which may jeopardise any impending police investigation.

It is the responsibility of the Designated Officer (Head of Human Resources) to inform Children Services, without delay, if an allegation of abuse is made or identified. If the Designated Officer is not available or the concern is about the Designated Officer, the individual employee with concerns should contact their Director.

USEFUL CONTACTS

If you want to talk things through to gain some advice you can phone the following 24 hour free telephone numbers. You do not have to give your name but it is helpful if you can.

NSPCC

Helpline: 0808 800 5000

Email: help@nspcc.org.uk

Website: www.nspcc.org.uk

ChildLine

Tel: 0800 1111

Website: www.childline.org.uk

Disclosure Barring Service

Tel: 03000 200 190

NSPCC Child Protection in Sport Unit

Tel: 0116 366 5580

Email: <https://thecpsu.org.uk/contact-us/>

UK Coaching

Tel: 0113 274 4802

Website: ukcoaching.org

England Golf

England Golf - Compliance Officer

Tel: 01526 354500

Email: compliance@englandgolf.org

Local Citizens' Advice Bureau

Refer to Yellow Pages for contact details

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Sports Coach UK Legal (if a member)

Tel: 0113 274 4802

Useful Addresses and contact numbers

Hertfordshire County Council Children, Schools and Families (CSF)

Address: County Hall, Pegs Lane, Hertford, Herts, SG13 8DF

hertsinsight@hertfordshire.gov.uk

Hertfordshire Safeguarding Children Board Office

Room 127, County Hall, Hertford, Hertfordshire, SG13 8DF

Telephone: **0300 123 4043**

Email: admin.hscb@hertscc.gov.uk

The Child Abuse Investigation Unit

Tel: 0845 33 00 222

Hospitals:

Watford General Hospital, Vicarage Road, Watford, WD18 0HB

Tel: 01923 244366

OTHER USEFUL ORGANISATIONS

Children's Legal Centre

Tel: 01206 714 650

Community Safety Unit (Police)

Tel: 020 8345 4731 (Southgate Police Station)

24 Hour Crisis Line (Re: Domestic Violence)

Tel: 08705 995 443

Family Rights Group

Tel: 020 7923 2628

Fax: 020 79232683

Address: 18 Ashwin Street, London

Rape Crisis Centre

Tel: 0845 3011165 or 01923 249511

Address: WRC, PO Box 2356, Watford WD18 1QD

Samaritans

The Samaritans of South West Herts,

Tel: 01923 233333

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Address: 45 St John's Road, Watford, Hertfordshire, WD17 1QL

APPENDIX A: GOOD PRACTICE GUIDELINES

All staff working with children should be encouraged to demonstrate exemplary behaviour in order to protect themselves from false allegations. Employees and volunteers must place the well-being of children and vulnerable adults above the development of performance. It is important that employees and volunteers consistently display high standards of personal behaviour and appearance.

The following are guidelines for staff in terms of safe conduct:

- Wherever possible, avoid spending time with young people unobserved.
- Where spending time with young people unobserved is absolutely necessary, invite the young person to bring a friend, move into the view of others or leave the door open.
- Where a private conversation is absolutely necessary, inform another employee of your whereabouts and approximately how long you will be with the young person.
- Employees and volunteers should watch out for each other. Are colleagues being drawn into situations that could be misinterpreted? How colleagues' view each other's practice will be how outsiders will view it, including parents.
- Be aware of any physical contact with a young person. Where necessary, for example when there has been an accident, ensure that you are treating the person for the injury. Do not continue with any additional contact wherever it is unnecessary.
- Do not be perceived to have favourites.
- Do not give lifts to young people outside agreed activities.
- Do not take young people to your home. Prior to any home visit appropriate risk assessments should be in place. A risk assessment should include an evaluation of any known factors regarding the child/young person, parents and others living in the household. Risk factors such as hostility, child protection concerns, complaints or grievances can make adults more vulnerable to an allegation. Always make sure that you made a record of any home visit and your manager is aware of this.
- Where it is necessary to take a young person in your car, ensure that your manager/colleague is aware of this and approximately how long you will be. It is a legal requirement that all passengers should wear seat belts and it is the responsibility of the staff member to ensure that this requirement is met.
- Take a mobile phone to communicate any reasons for delays. Ask the young person to sit in the back.
- Do not use physical punishments or any action that involves locking up a child.
- Do not arrange meetings outside working hours. Do not develop social relationships with young people using the facility. If you come into contact with a facility user in a social setting, try and move away, if this is not possible, try and maintain a professional distance. Pay attention to your own behavior in such a setting.
- Do not buy goods or use the services of facility users or their friends.

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- Do not accept any money or gifts from facility users.
- Do not give money or gifts to facility users.
- Do not borrow money from facility users.

The following are common sense examples of how to create a positive culture and climate:

- Always work in an open environment (e.g. avoiding private or unobserved situations) and encourage an open environment (e.g. no secrets).
- Treat all young people and vulnerable adults equally, and with respect and dignity.
- Always put the welfare of each young person first before winning or achieving goals.
- Maintain a safe and appropriate distance with participants (e.g. it is not appropriate to have an intimate relationship with a child or to share a room with them).
- Build balanced relationships based on mutual trust which empowers children to share in the decision-making process.
- Make activities fun and enjoyable and promote fair play.
- Ensure that if any form of manual/physical support is required it should be provided openly and according to guidelines provided by the National Governing Body. The child and guardian should receive an explanation that relates to the reason why the physical support is required i.e. that it relates to safety or that there is no other way to demonstrate the move. Care is needed as it is difficult to maintain hand positions when the child is constantly moving. Young people and their parent/ guardian should always be consulted and their agreement gained. Some parents are becoming increasingly sensitive about manual support and their views should always be carefully considered.
- Keep up to date with the technical skills, qualifications and insurance in sport.
- Involve parents/carers wherever possible (e.g. for the responsibility of their children in the changing rooms). If groups have to be supervised in the changing rooms or medical room, always ensure parents /teachers/ coaches/ officials work in pairs.
- Ensure that if mixed teams are taken away, they should always be accompanied by a male and female member of staff. (NB However, same gender abuse can also occur.)
- Ensure that at tournaments, residential events or other activities adults do not enter children's rooms or invite children into their rooms.
- Be an excellent role model - this includes not smoking or drinking alcohol in the company of young people.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Recognise the developmental needs and capacity of young people and vulnerable adults and avoid excessive training or competition and do not push them against their will.
- Design training and educational programmes that are within the ability of the individual child particularly with regard to age and maturity.
- Secure parental consent in writing to acting in loco parentis if the need arises, e.g. for the administration of emergency first aid and/or other medical treatment.

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- Be aware of any medicines being taken by participants or existing injuries.
- Keep a written record of any injury that occurs along with the details of any treatment given.
- Depending upon the age and understanding of the child, they should where appropriate, be encouraged to self-administer medication or treatment including, for example any ointment, use of inhalers.
- Request written parental consent if club officials are required to transport young people in their cars.
- Report all suspicious cases of poor practice to the National Governing Body of the sport concerned.

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APPENDIX B: GUIDELINES ON HOW TO DEAL WITH DISCOVERY OF ABUSE

Recording Information: If children tell staff about abuse, the procedures set out below should be followed.

Wherever possible any recording of information should be conducted by the senior staff member on duty. Whoever records the information should keep the following advice in mind and complete the Social Services & Policy Information Sheet.

When recording information, it is important that you do not carry the process beyond gathering information about the allegation and into the beginning of an investigation. It is important that you only record the allegation that is being made. Any further information the child provides without your questioning should also be recorded. You should not push the child to provide further information. This is the role of either the police or social services. Unnecessary interviews with child complainants could prejudice the integrity of evidence that may eventually have to be presented in court.

There are particular problems with regard to gaining information from children with limited communication skills. Care should be taken that appropriate measures are used when listening to the allegation. You should ensure you do not “lead” the child. The environment for recording information needs to be considered carefully. Try and ensure that you are in sight of another adult but that your conversation won’t be overheard. You also need to be careful about physical contact during an interview because it may not be what the child wants. The rule is to let the child initiate any actions and to remain positive and supportive throughout.

Recording Information Check Sheet

In cases of child abuse the main aim is to keep calm and provide a positive, friendly attitude to encourage the child to talk.

DO

- listen
- take notes and inform the child that you will have to tell others - confidentially
- tell the Child Protection Coordinator and make sure that all information is passed onto the police

DON'T

- ask direct questions
- try to stop the child telling you about their problem
- make promises
- allow anyone else outside the police or social services to interview or ask questions of the child
- Assume!

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The complexity of child protection issues means that there can never be a standard set of questions. Don't try to get too much information, rather, let the child give you as much as they feel prepared to give. The adult listening should try to act as naturally as possible throughout. Make notes during the interview, but only those necessary; it might be possible to gain certain contact information from existing administrative records.

To clarify that you have enough information to act you may wish to use the following common questions: the moment you know you have to act, stop asking the questions.

THE Do's - open questions/statements:

- Would you like to tell me what happened?
- Can you tell me where/when this happened?
- Would you like to tell me who was involved?
- Can you tell me what happened next?
- Is there anything else you would like to tell me?
- Thank you for telling me this but you do realise I will have to do something about it?

THE DON'Ts - leading/closed questions/comments

- Was it your father/coach/friend that did this to you?
- Are you sure that's what happened?
- Why did you let them do that to you?
- Why do you think this happened?
- I expect you must be very upset about this.
- This can be our little secret

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APPENDIX C: PRACTICE TO BE AVOIDED

The following should be avoided except in emergencies. If cases arise where these situations are unavoidable they should only occur with the full knowledge and consent of someone in charge in the organisation or the child's parents. For example, a child sustains an injury and needs to go to hospital or a parent fails to arrive to pick a child up at the end of a session:

- Avoid spending excessive amounts of time alone with children away from others.
- Never take children to your home where they will be alone with you.

Practice never to be sanctioned:

You should never:

- Engage in rough, physical or sexually provocative games including horseplay.
- Share a room with a child.
- Allow or engage in any form of inappropriate touching.
- Allow children to use inappropriate language unchallenged.
- Make sexually suggestive comments to a child even in fun.
- Reduce a child to tears as a form of control.
- Allow allegations made by a child to go unchallenged, unrecorded or not acted upon.
- Do things of a personal nature for children or vulnerable adults that they can do for themselves.
- Invite or allow children to stay with you at your home unsupervised.
- Overplay a player (particularly talented players). This can lead to injury.
- Allow young players to train or play when injured.

NB. It may sometimes be necessary for staff or volunteers to do things of a personal nature for children particularly if they are young or are disabled. These tasks should only be carried out with the full understanding and consent of parents and the performers involved. There is a need to be responsive to a person's reactions. If a person is fully dependent on you, talk with him/her about what you are doing and give choices where possible. This is particularly so if you are involved in any dressing or undressing of outer clothing, or where there is physical contact, lifting or assisting a child to carry out particular activities. Avoid taking on the responsibility for tasks for which you are not appropriately trained.

If any of the following incidents should occur you should report them immediately to another colleague and make a written note of the event. Parents should also be informed of the incident:

- if you accidentally hurt a child
- if a child seems distressed in any manner
- if a child appears to be sexually aroused by your actions
- if a child misunderstands or misinterprets something you have done

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APPENDIX D: COMPANY RESPONSIBILITIES

Raising awareness

In order to make children aware of the Policy, at every facility and wherever children may attend an event which is either held at or run by the Company, a summarized policy will be displayed.

The Safeguarding Policy can be requested by contacting Andrew Agnoli or Amy Evans.

Recruitment (paid employees and volunteers): The following steps will be taken to ensure unsuitable people are prevented from working with children and vulnerable adults. The same procedure should be adopted whether staff are paid or un-paid, full or part-time. Where a DBS check is required the advertisement for the post must stipulate this.

Monitoring Induction and Appraisal: At induction / appraisal time all staff or volunteers will be given the opportunity to identify training needs and set new goals.

Managers should be sensitive to any concerns about poor practice or abuse and act on them at an early stage. They should also offer appropriate support to those who report concerns/complaints.

Complaints and Appeal Procedures: The Company's Complaints and Appeal Procedures can be used to deal with any formal complaints and/or appeals. The Company should ensure that parents and young people are aware of the existence of these procedures.

Prevention of abuse: The use of photographic and filming equipment at any facility is forbidden unless it is part of an event or prior authorisation is given by the Company.

Obtaining Consents: As part of good practice, all Venue Managers and Event Coordinators delivering services to children will obtain a Medical Consent Form. This form specifically requests information on medication or treatment that may be required to be administered in the absence of the parent / guardian. It also seeks permission from the parent or guardian for the child to be able to receive hospital treatment should this be necessary whilst still in the care of company personnel. (If a group uses their own consent form it will only be accepted at the discretion of the Manager of the facility accepting the booking).

Consent Forms: Activity Consent Forms will be used whenever accompanied or unaccompanied child is taking part in activities at Company facilities or at events managed by the Company.

Communication: Communication between children and staff, by whatever method, will take place within clear and explicit professional boundaries. This includes the wider use of technology such as mobile phones text messaging, e-mails, digital cameras, videos, web-cams, websites and blogs. Staff will not share any personal information with a child or young person. They will not request, or respond to, any personal information from the child, other than that which might be appropriate as part of their professional role. Staff will ensure that all communications are transparent and open to scrutiny.

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Staff should also be clear in their communications with children so as to avoid any possible misinterpretation of their motives or any behaviour which could be construed as grooming. They will not give their personal contact details to children including e-mail, home or mobile telephone numbers, unless the need to do so is agreed with senior management and parents/carers. E-mail or text communications between an adult and a child outside agreed protocols may lead to internal investigations and/or criminal investigations. This also includes communications through internet based web sites.

Online access: The Company does not currently provide online access that children can use. This means that inappropriate behaviour or abuse cannot occur online. If the Company does allow the use of the World Wide Web by children in the future, it will use appropriate security measures and firewalls to protect users. Where the Company provides chat facilities as part of its own website, monitoring will take place.

Confidentiality: Every effort must be made to ensure that confidentiality is maintained for all concerned. Information will be handled and be used on a need to know basis only. This includes the following people:

- The designated person in charge
- The parents of the person who is alleged to have been abused.
- The person making the allegation.
- Social Services/Police
- Designated officers within the Company
- The alleged abuser (and parents if the alleged abuser is a child)

Information will be stored in a secure place with limited access, in line with the Data Protection Act 2018.

Support to deal with the repercussions of the discovery of abuse or allegations of abuse: It is important to understand that a member of staff reporting a case of child abuse, particularly by a colleague, may undergo a very high degree of stress, including feelings of guilt for having reported the matter. Where appropriate and in conjunction with professional advisors consideration will be given about what support may be appropriate to the alleged perpetrator of the abuse.

Reporting and recording information: Reporting the matter to the police should not be delayed by attempts to obtain more information. Wherever possible, referrals telephoned to the Social Services Department should be confirmed in writing within 24 hours. A record should also be made of the name and designation of the Social Services member of staff or Police Officer to whom the concerns were passed, together with the time and date of the call, in case any follow-up is needed. A copy of this information should be sent to the National Governing Body and Local Authority.

Information passed to Social Services or the Police must be on the Social Services & Policy Information Sheet. The information must be as helpful as possible, hence the necessity for making a detailed record at the time of the disclosure/concern.

Information should include the following:

- The nature of the allegation
- Information about the child, name, address, date of birth and ethnic origin

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- A description of any visible bruising or other injuries.
- The child's account, if it can be given, of what has happened and how any bruising or other injuries occurred.
- Witnesses of the incident(s).
- Any times, dates or other relevant information.
- A clear distinction between what is fact, opinion or hearsay.

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APPENDIX E: ALLEGATIONS ABOUT OUR EMPLOYEES/VOLUNTEERS

Where there is an allegation of abuse against a member of staff or volunteer following consultation with the Head of HR or the delegated Welfare Officer, that individual will be immediately suspended from duties. This will be confirmed in writing within five working days.

To protect the employee and ensure fair treatment employees may be suspended with pay until the outcome of any investigation is known.

There are three types of investigation possible once an allegation has been made;

- a criminal investigation conducted by the Police,
- a child protection investigation conducted by Social Services,
- a gross misconduct investigation conducted by the Company

The results of the police and Social Services investigation may inform the investigation and disciplinary procedures.

If a member of staff is proved to have committed child abuse or abuse of vulnerable adults and no other agency has referred their name to be placed on the Protection of Children Act List, the Company will do so under the provisions of The Protection of Children Act 1999. People referred to in this list have been deemed guilty of professional misconduct 'which harmed a child or placed a child at risk of harm' and not necessarily have to have been convicted of an offence. The Act does give the right of appeal with regard to inclusion on the list.

Staff may also use the TopGolf Company Grievance Procedure, as detailed in the staff handbook, if they feel they have a grievance concerning their name being placed on the list.

The Designated Child Protection Officer - Head of HR will inform the individual concerned in writing that this action has been taken, within a reasonable number of working days.

Irrespective of the findings of the Police or Social Services inquiry and following any disciplinary action, the Company will assess all individual cases, to decide whether a member of staff or volunteer can be reinstated and how this can be sensitively handled with other staff and volunteers.

Inevitably this will be a difficult decision, particularly where there was insufficient evidence to uphold any action by the police. In such cases, the Company must reach a decision based on the available information that could suggest; on the balance of probability that it is more likely than not that the allegation is true. The welfare of the child must always remain paramount.

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APPENDIX F: GUIDELINES ON USE OF PHOTOGRAPHIC AND FILMING EQUIPMENT

Photographs may only be taken if express permission has been obtained in writing and in advance. For children/vulnerable adults express permission will need to be sought on their behalf by the responsible parent/guardian.

No flash photography.

No photographs may be taken in the toilets or changing rooms, this includes photo phones.

Videoing as a coaching aid: there is no intention to prevent club coaches and teachers using video equipment as a legitimate coaching aid. However, performers and their parents/carers should be aware that this is part of the coaching programme and care should be taken in the storing of such films.

Permissions: Permission will be sought from the child and their parent / guardian when photographs or film is taken for coaching, at events or any other Company business. The consent form attached will be used. Consent must be given for the use of the images in the press or in Company promotional material. The Company will not use images or allow others to use images for any other reason. The Company will ensure that if an individual is named we will avoid using their photograph. If a photograph is used, we will avoid naming the individual. There also needs to be an agreement as to whether the images will be destroyed or retained for further use, where these will be stored and who will have access to them.

Online: Images may be used online for the promotion of the Company's business. The guidelines and consent form described above must be used.

If at any stage the child withdraws permission to use the pictures for any reason we will remove the images from use in a timely manner.

IMPLEMENTATION AND MONITORING

This policy and the associated advice and guidance will be distributed to all venues.

Where appropriate it will be shared with partners and stakeholders. Awareness training will be conducted and the policy will be included in all inductions for employees and volunteers.

Monitoring will be conducted by the Welfare Officer and Head of HR who will take appropriate actions as required.

INFORMATION SHARING

The Company will establish links with other organisations, particularly the Area Child Protection Committees, to promote the notion of a safe and caring community and develop shared practices that seek to safeguard children.

Other partnerships that will be explored include linking with; National Governing Bodies (NGB), the London Active Partnerships, the Police, the Youth Service, the London Sports Forum for Disabled People and relevant Education Services. When allegations are made against sports coaches the Company will inform the appropriate NGB.

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Review:

August 2020 by Topgolf International

Internal Documents:

Medical Consent Form

Photograph Consent Form

Declaration Form

Parent Consent Form

Sources of Information:

- Rehabilitation of Offenders Act 1974
- Children Act 1989 & 2004
- Sexual Offences Act 2003