



Scottish
Golf



NATIONAL JUNIOR FRAMEWORK

SUPPORTING THE FUTURE
OF GOLF IN SCOTLAND

www.scottishjuniorgolf.org

INTRODUCING THE SCOTTISH GOLF NATIONAL JUNIOR FRAMEWORK

Scottish Golf is committed to supporting young players who are the future of our game. In addition to feedback from clubs, we have been working with our Young Person's Panel, PGA Professionals, Volunteer Coaches and Junior Organisers to develop a National Junior Framework to support clubs across six key pillars.

The Six Pillars of the Framework are explained below, and you will see we have created an extensive range of programmes, have allocated resources, and are providing funding opportunities to support and help grow your junior activities.

PILLAR 1 - LEARN TO GOLF



Developed in partnership with the PGA and with input from PGA coaches from across Scotland, 'Learn to Golf' will provide clubs with a 5-Level programme to support the development of juniors from beginners to obtaining their first handicap, with a focus on fun, learning, skills, and on-course play. An innovative digital platform will be available for coaches to access more than 170 different activity options, build session plans, track progress of their juniors and communicate with parents. Clubs will also have access to a selection of rewards to hand out to juniors as they progress through each level.

Learn to Golf can be used as your club's main coaching resource, or as an addition to your existing programme, allowing coaches the flexibility to pick and choose which elements they require.

The Learn to Golf programme supports your club across five key areas designed to help develop junior golfers:

- **Physical Skills** - Developing skills such as speed, agility, co-ordination and balance.
- **Golf Skills** - Developing technical skills in putting, chipping, pitching, full swing, and bunker shots.
- **Mind Matters** - Fostering mental qualities such as self-confidence, perseverance and learning to deal with mistakes.
- **On the Course** - Preparation for playing on the course and participating in fun team and individual competitions.
- **Golf Knowledge** - Understanding important elements of golf such as rules, etiquette, equipment and safety.

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One of the biggest factors which has made it so helpful for the coaches, is that the session plans are already on the platform. The coaches can customise them as much as they want, use whichever activities or drills they like, which will save a lot of time planning their session.

Ailsa Murphy, PGA Professional Gullane Golf Club

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PILLAR 2 - GOLF IN SCHOOLS



Scottish Golf is committed to providing young people with more opportunities to engage with the sport both in their local community and at school.

We are working with key partners and Local Authorities to support more opportunities for young people to receive a fun introduction to golf in the school and community setting, linking to local clubs and promoting lifelong participation.

To support your club with this initiative we are offering funding opportunities and resources including:

HSBS Golf Roots

Working in partnership with the Golf Foundation, clubs will be able to apply for up to £1,000 to support club to school links. Following feedback at the junior forums, this funding will support areas such as PGA pro costs, transport, marketing materials and junior equipment. This initiative has been designed to support the transition from schools' activity into your club and encourages young people to 'Start and Stay' in golf. Funding will support the pathway from school into clubs and onto junior membership, contributing to a fun and family-friendly club environment.

The impact of working with schools in terms of numbers has been quite remarkable, a couple of years ago we had a handful of junior members, we now currently have 60 junior members of which 45 are under the age of 13 and they are the ones that have been attracted through the programs run with schools. All those 45 are involved in active coaching so it has been a huge success in terms of bringing in new members to the club.

Ewen Matthew, Kirriemuir Golf Club

School & Community Resources

We will provide a set of resources to support clubs with extracurricular and curricular delivery of golf in schools, as well as cross-curricular project work that uses golf as a vehicle to provide wider learning opportunities for pupils. All resources encourage stronger links between clubs and schools and raise awareness of the wider learning opportunities that golf and golf clubs can offer their communities.

The Children's Golf Trust

The purpose of the Children's Golf Trust is to advance participation in golf for all Primary School Children. Unless children experience golf at Primary School age, they are highly unlikely to take up the game. The majority of schools do not have golf as part of the curriculum, so the Children's Golf Trust was formed to change this and to allow all children within Primary Schools the chance to try golf in a safe, fun environment. The Trust funds enthusiastic PGA Professionals to provide golf for all primary school children in their local community by:

- Delivering golf sessions in Primary Schools during curriculum time.
- Providing after-school golf sessions at the schools and golf clubs.
- Running fun golf festivals at schools, parks or golf clubs.



PILLAR 3 - EVENTS & COMPETITIONS



Scottish Golf is delighted to be working together with our partners at the Golf Foundation, Paul Lawrie Foundation, Stephen Gallacher Foundation and Junior Golf Scotland to bring together an exciting series of fun events to support the development of your juniors and help keep them engaged throughout the season.

We have created three different events designed to promote healthy competition in a fun, relaxed and team-based environment which can be a great way for young people to learn the game.

Junior Skills Challenge

An exciting new activity to be delivered in clubs using an interactive online platform, the Junior Skills Challenge will focus on developing the key skills of putting, chipping and driving. It will feature a National Leaderboard which will allow you to upload scores from your juniors, so that they can check their performance by age group and gender and track their progress. Those taking part will also have the opportunity to win some exciting prizes. This provides your club with a Skills Challenge format that you can use throughout the year as a great addition to your junior programme.



The benefits that are brought to the club is to introduce golf to even younger children. This is an easy introduction for kids to be involved and part of many benefits that Scottish Golf are putting together this year. Giving more opportunities for kids get involved and stay involved in the game.

Gregg Somerville, *Junior Golf Ltd*



The great thing about the new partnership is that we are now all working together. Clubs are going to have new juniors coming to their club who have never played golf before and the added benefit is that they will be bringing their parents along so the club will also have access to potential new adult members.

Scott Knowles,
Stephen Gallacher Foundation

Junior GolfSixes League

This event offers a fun, inter-club team competition designed to give young golfers an early experience of playing for their club with a scramble format over six holes and simple modified scoring system. The Junior GolfSixes League supports the transition from coaching into on-course play and will give young golfers the buzz to want to play more and, with merchandise provided to all players, it is a really exciting competition to take part in. The format encourages young golfers to play more competitive golf, obtain a handicap and make progress onto your club's junior team.

Scottish Junior Flag Championship

Staged in partnership with the Stephen Gallacher Foundation, the Paul Lawrie Foundation and Junior Golf Scotland, this championship is a series of regional events open to beginner level juniors that then leads to a national final. Scottish Golf will provide clubs with the resources to deliver their own Flag Events and send their best performers through to a Regional event to compete as a team. This is targeted at beginner level juniors (under-12s with no handicap) and provides opportunities to progress from coaching into competitive golf.

It's brilliant to see my foundation, the Stephen Gallacher Foundation, Junior Flag Challenge and Scottish Golf all working together. The flag events we've done for years have always been the best thing we've done! It's the format that the kids seem to enjoy the most and the reason for that is because they're fun but there is also a competitive element to them.

Paul Lawrie, *Paul Lawrie Foundation*



PILLAR 4 - FUNDING & SUPPORT



To support with the development of junior golf across the country, Scottish Golf is working with key partners to offer a selection of funding opportunities to assist with equipment, coaching and school to club links.

The Club Hire Fund - Making Golf More Affordable

The cost of equipment is often cited as a barrier to young people taking up golf, so as part of the National Junior Framework, Scottish Golf has invested in a fund to support clubs with the purchasing of equipment for beginners. The Club Hire Fund initiative is based on a successful model used by Strathmore Golf Club.

The funding will go towards purchasing sets of junior clubs, which can then be hired out to new players in your programme at a fraction of the cost of buying clubs themselves. This means less initial financial commitment is required by parents. The income generated from your club hire scheme can then be re-invested in more equipment in the future, allowing you to build up a good supply for other beginners. This fund breaks down the cost barrier by significantly reducing the financial commitment required by parents, making the introduction to golf easier.

Scottish Golf will match fund the amount of money raised by your club to invest in a club hire scheme up to a maximum value of £750. Following approval of your application, your club can then purchase a variety of junior sets, covering a range of sizes/ages/right-handed/left-handed. These sets can then be rented out to beginners or existing juniors who do not have equipment for a small fee (annually or over the season).

Benefits Of A Club Hire Scheme

- Makes golf more affordable for parents.
- Smaller initial outlay from parents whose children are trying golf for the first time.
- Relieves financial pressure on parents who may worry about replacing clubs regularly as their child grows.
- Improves potential retention of junior members.
- The scheme can be self-sustainable if hire income is used to buy more equipment in the future.



Roving Pro Fund - Delivering Quality Coaching

Scottish Golf has invested in a revised Roving Pro Fund to support clubs and facilities that do not have access to a PGA professional. The funding will allow those clubs to pay a qualified PGA professional to deliver junior and adult beginner coaching programmes, to improve the quality of coaching on offer at your club and to help you recruit and retain more members.

The Roving Pro Fund enables clubs to apply for a maximum of £600, which can be used to deliver up to 20 hours of PGA Professional coaching. Additional funding is also available for clubs identified in more remote and rural areas of the country, to cover travel and/or accommodation costs of their Pro.

Benefits of Roving Pro

- Provide high quality coaching from a PGA Professional for clubs who may otherwise not have the opportunity to employ a Pro.
- Work with an engaged Pro to help develop and coordinate a structured coaching programme for juniors and adult beginners.
- Develop an ongoing relationship with PGA professional who could then be used for other coaching activity at your club, such as individual and group lessons.
- Mentor and develop your volunteer coaches.
- Potential to increase recruitment and retention of members.

HSBC Golf Roots Centres

As outlined in the Golf in Schools Pillar, Scottish Golf, in partnership with the Golf Foundation, is offering golf clubs and facilities the opportunity to benefit from funding through the HSBC Golf Roots Centres project. This initiative has been designed to support the transition from schools' activity into your club and encourages young people to 'Start and Stay' in golf. Funding supports the pathway from school into clubs and onto junior membership, contributing to a fun and family-friendly club environment.

Benefits of the HSBC Golf Roots Centres Project

- Supports your club to deliver a pathway from schools into the club.
- Potential to increase the recruitment of new junior members from local schools.
- Helps create and establish a stronger link with local schools.
- Provides an opportunity for young people to take their golf learnings outside of the classroom and into their local club.
- Supports your junior membership recruitment plan.
- Your club gains accreditation as an HSBC Golf Roots Centre.



The Roving Pro Fund is set up for golf clubs that don't have a professional on-site. The fund allows PGA professionals to go to those clubs and work with juniors, either in existing programmes or by setting up new junior programmes. Roving pro's coming into rural golf clubs can bring fresh ideas and allows the clubs to have a PGA professional to help push on their junior section. Because Scottish Golf and PGA professionals have met and set this up, it is the people on the ground that have evolved this programme. They've seen what works, and what doesn't work, and they've built the programme from there.

Daniel Wood, *PGA Professional*
Hirsel Golf Club and Roving Pro

PILLAR 5 - SAFE GOLF

SAFETY AND WELFARE FOR ALL



Scottish Golf takes the safety and welfare of children and young people involved in the sport very seriously. It is the responsibility of everyone involved in the game, whether paid staff or volunteers, to ensure a fun, safe and positive experience for all playing the game. We are fully committed to supporting our member clubs implement the highest standards of safeguarding across the sport through offering a wide range of services including our SafeGolf Accreditation programme.

SafeGolf is a partnership of UK golf bodies committed to promoting a safe and positive environment for all those participating, working and volunteering in the sport. A vitally important area of our work, Scottish Golf will be launching an online accreditation portal that will enable clubs to work through a self-assessment tool, offering clarity and guidance for adopting best practice in relation to safeguarding. Once achieved, SafeGolf accreditation can be shared with parents, schools and other key partners in the local community.

In addition to the Safeguarding Training courses in the Training & Education Pillar, Scottish Golf are also providing a series of safeguarding resources covering Policy Templates, Recruitment & Good Practice Guidelines and procedures for responding to concerns and case reviews.

Working alongside our partners, including Children 1st, sportscotland and the SafeGolf partnership, we can support your club by delivering a wide range of services, training and guidance.



PILLAR 6 - TRAINING & EDUCATION



Scottish Golf works with a variety of partners to offer training & education opportunities to support the development of junior golf in clubs across Scotland. The new Framework provides a range of training and education opportunities to support those involved in delivering junior programmes. Working with other partners, we will cover key themes for PGA professionals, junior convenors and other volunteers. These are available in a variety of formats including face-to-face, virtual classroom and through our online training platform, Hive Learning.

Coach Education

Through the PGA's training and education programmes you can help grow the game by becoming a qualified coach to support the delivery of activity within your club.

Junior Membership Retention

The recruitment and retention of junior members is key for the future of our game. We are delighted to offer training opportunities which will provide advice and practical tips for all clubs committed to growing their junior membership.

Junior Organiser Induction Course

An online module designed to help those undertaking the role of Junior Organiser at their club. This short online course is flexible, allowing learners to work through the content at their own pace, and covers the following topics:

- Why Juniors are important
- What's involved in the role of Junior Organiser
- Structuring your junior section
- What support is available to you
- Creating a Development Plan

Safeguarding Training

The Child Wellbeing & Protection in Sport Training (CWPS) is a mandatory requirement for anyone working with children and young people in golf, including coaches, officials and helpers. The training will help the clubs implement practices and procedures to keep children and young people safe.

Training consists of two modules, the first being online covering an introduction to what is meant by 'child wellbeing and protection', identifying good practices and the legislative and policy framework around child wellbeing and protection. The second a 3-hour workshop covering a variety of scenarios that inform learners on methods for managing disclosures and concerns. Scottish Golf are providing these courses to our affiliated clubs free of charge.

Case management skills are a significant element of the training. Using layered case studies, interactive group work and personal reflection tasks, delegates will be supported to develop key skills and knowledge required to promote the wellbeing of children and young people in sport and respond effectively to concerns of harm or abuse.



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The National Junior Framework is a result of over a year's planning and development with our valued partners in the junior golf sector. The dedicated website demonstrates our commitment to junior golf and the future of the game in Scotland. It has everything that junior organisers, whether pro's or member volunteers, need to run a successful junior golf programme and will be a key benefit of what Scottish Golf offers our affiliated golf clubs for the future.

We are really excited about the range of new initiatives and opportunities that will be available to support your club with junior golf. It is very much a partnership-based club-centric approach, focused on fun, learning and competitions, while offering clubs the flexibility to select the support that's right for you.

Karin Sharp, *Chief Operating Officer*



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For full details on the Scottish Golf
National Junior Framework and how
to apply, please go to
www.scottishuniorgolf.org

