

Hereford Bowling Club Developing Junior Bowls



Hereford Bowling Club's Junior Policy &
Guidelines 2022



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Message from Hereford Bowling Club

The President and Management Committee would like to welcome all Juniors to Hereford Bowling Club. We hope you will enjoy your bowling; HBC is proud to present its Junior Bowls policy – a policy fundamental to HBC future success. This policy will enable HBC to improve the environment for junior participants – resulting in increased participation through a more collaborative and sustainable approach to the delivery of junior bowls.

Bowls has been an integral part of Hereford City's way of life for well over many centuries. As with all successful sports, the game of bowls requires a continuous lifeline of junior participation to ensure strong club environments and consistent success at all levels.

While high performance participation is the goal for some athletes, at junior level the journey should always begin with an emphasis on fun. Studies suggest fun is the major motivating factor for a junior participant's early development and participation in any activity or sport.

This document has been separated into two distinct sections: 'Policy' and 'Guidelines'. The first section (Policy) outlines HBC policies and principles designed to encourage an environment to foster growth and development of junior participation in our sport. The second section (Guidelines) provides a brief snapshot of the strategies and tools available to ensure the policy can be put into a practical perspective.

Through the implementation of the policies, strategies, procedures, and recommendations outlined in this policy, we aim to have a future that will see a robust, sustainable, and increasingly popular sport; not exclusively for young or old, but all participants who wish to be involved in the wonderful game of bowls.

Section 1 - Policy

What is a Junior?

Hereford Bowling Club recognises a junior participant to be aged under 18 years. For creating a consistent approach to development, the following categories have been established using 'age' determinants. It should also be remembered that skill and ability play a critical role in determining the relevance of category for individuals. Junior participants under the age of five are encouraged to participate through informal activity where appropriate.



Junior – Primary	Junior – Intermediate:	Junior - Youth
Junior participants aged between 5 – 9 years old.	Junior participants aged between 10 – 13 years old	Junior participants aged between 14 – 18 years old

What is Junior Sport?

HBC identifies that Junior sport refers to the organisation and management of sport and pre-sport activities for young people aged 5 to 18 years. It is generally considered the most important time to nurture, educate and have fun with sport, providing the entry to a lifelong involvement in sport.

What is the purpose of a junior sport policy?

The purpose of Hereford Bowling Club’s junior sport policy is to provide guidelines and information for school, club, and community deliverers to create an environment where young players can sequentially develop their skills through activities, games, rules, and conditions appropriate with their stage of learning and level of ability.

The junior sport policy has been designed to support HBC, HBC officials, coaches, teachers, volunteers, and parents, by outlining what is recommended as appropriate conduct for the game of bowls at junior levels. The guidelines ensure participants are provided with a fun, safe, progressive, relevant, and meaningful bowls experience.

What are the benefits for Hereford Bowling Club of a strong and healthy junior structure in bowls?

Hereford Bowling Club are fostering an appropriate junior pathway to develop junior skills and meet their competitive needs allowing for a successful long-term involvement in the sport of bowls. This in turn delivers strength to the sport and ensures its viability for many years to come. By adopting this structure Hereford Bowling Club will attract more members; resulting in more volunteers, more community contacts and assist in creating a greater community presence.

Additional Benefits to Hereford Bowling Club	
1. HBC’s new club culture welcoming to families and juniors	2. More attractive to sponsors
3. New and diverse revenue streams	4. Increase in membership, volunteers, and teams



5. Improved relationships with community organisations (local councils, police etc) due to the family friendly nature and increase in contacts (parents of junior bowlers)	6. Improved public image More viable and family focused sporting clubs
7. Applications for funding and grants strengthened	8. Residents more connected and satisfied with their community
9. Reduced violence, neighbourhood noise, injury, and damage to facilities	10. Improved health and fitness of community members

Spirit of the game

Good Sportsmanship

Hereford Bowling Club is justifiably proud of their good sportsmanship. This is an intrinsic component of that pride and in a basic sense, conforming to the rules of sport which is part of HBC's ethos of a 'fair go' for all. Good sportsmanship expresses an aspiration or ethos that the activity will be enjoyed for its own sake, with proper consideration for fairness, ethics, respect, and a sense of fellowship with one's competitors. In short, HBC strives for all participants to have an equitable chance to pursue victory while acting toward others in an honest, straightforward, and a firm and dignified manner even when others do not play fairly. The game of bowls is steeped in tradition and etiquette, both of which play an important role in preserving the traditions of the game. Respect for tradition is necessary and should also be extended to include respect for team members, opponents, and officials.

HBC have identified five features of sportsmanship:

1. Full commitment to participation.
2. Respect and concern for rules and officials.
3. Respect and concern for social conventions.
4. Respect and concern for the opponent.
5. Avoiding poor attitudes toward participation.

Although HBC recognises the importance to remember breaches of etiquette are often unintentional and any indiscretion is managed carefully, particularly when dealing with younger participants. HBC Coaches and volunteers will act as role models and mentors of appropriate etiquettes related to participating in bowls.



However, some of the common etiquettes junior participants should abide by include:

1. Appropriate footwear (flat soled shoes)	2. Avoid dumping bowls
3. Players should avoid resting feet on the bank/plinth Punctuality to training and competitions	4. Appropriately attired
5. Address peers by first name	6. Players should shake hands at the beginning and end of the game
7. Avoid straying on to neighbouring rinks	8. Players should avoid leaving the rink for long periods of time
9. Assist in handing the mat and jack to each other	10. Avoid distracting players on neighbouring rinks
11. Share task of collecting the bowls after the completion of an end	12. Acknowledge displays of exceptional skill
13. Players should hand bowls to one another	14. Players should not interfere with the head until the result of an end has been agreed upon
15. Avoid distractions such as loud noises or conversation, visible movement of players, objects, or shadows whilst a bowler is on the mat preparing for delivery in competition	16. Mats and jacks should be collected and returned to the usual distribution point

Inclusion

Hereford Bowling Club ensure it continues to welcome a wide range of non-traditional participants, including women, indigenous communities, culturally and linguistically diverse people and people with a disability. HBC's plan is to make bowls more available to these participants in the future.

Like any sport, a disability should not be a barrier to participation. This is particularly important at a junior level as it serves as a platform for education of future generations. Find out what they can do, rather than what they cannot do. If necessary, modify the game, use modified equipment, alter the scoring, but remember to smile and welcome all new participants with open arms



Codes of behaviour (players, officials, parents, etc.)

The codes of behaviour identify a series of key principles on which young players, parents, coaches, teachers, administrators, officials, the media, and spectators should base their involvement with bowls. HBC has adopted the codes which will ensure that junior participants develop good sporting behaviours and have an enjoyable experience of bowls, which will assist to encourage them to remain involved for life.

Coaching standards

Coaches play a vital role in developing athletes through sport. They provide athletes with the skills and knowledge needed to develop, improve, and succeed. Often, coaches have a major influence on participants and their enjoyment of their chosen sport. Therefore, to support the development of our juniors HBC will provide coaches and experienced bowlers to aid their development.

Maintaining a safe bowls environment

A key objective of Hereford Bowling Club in developing this junior bowls policy is to provide a fun, safe and rewarding bowls experience for junior participants. HBC will provide a safe environment for members and visitors resulting in creating a more positive community image of the club.

The level of influence parents have in selecting the sport in which their child participates should not be underestimated. For this reason, HBC will promote a healthy and family friendly environment to attract both parents and their junior participants.

The following recommendations are examples of methods which HBC have employed to ensure the developing junior bowls policy is effective:

1. Provide safeguards that comply with legal requirements dealing with the physical and psychological welfare of junior participants.
2. Ensure duty of care to participants.
3. No indecent language in the presence of juniors.
4. No gambling in the presence of junior participants.
5. Ensure junior participants are appropriately always supervised.
6. Ensure junior participants are treated fairly in all aspects of their participation in bowls
7. Ensure the club facilities are available at appropriate times to allow junior participants to practice and compete.
8. Support separate junior competitions.
9. Have adequate insurance cover.



Hereford Bowling Club has a legal duty of care to protect the welfare of junior participants and to make sure they are not exposed to unacceptable risks while participating in bowls. To assist in meeting the “duty of care” and “standard of care” to junior participants.

Hereford Bowling Club is affiliated to Bowls England as they are our National Governing Body for the sport of flat green bowls and part of Bowls Herefordshire. Both are responsible for promoting good governance at all levels to which HBC always adheres to:

<https://bowlsdevelopmentalliance.com/safeguarding/resources/>

Appendix 1 – Parental Consent Form

Medical considerations

Hereford Bowling Club recognises that some junior participants may have medical conditions which could possibly affect their participation (ranging from slight to chronic). HBC should be aware of the specific needs of each junior participant and know how to prevent and deal with problems, particularly in case of an emergency. Care needs to be taken in the case of long-term conditions, for example asthma. Therefore, Parents/guardians should complete an HBC Medical form. Thus, allowing for relevant HBC personnel to be aware of the information. However, visiting schools accompanied with teachers are exempt as responsibility will lie with the school. HBC will seek medical opinion when the fitness or performance of any junior participant is questionable, and when recovery from illness or injury is in doubt. **Appendix 1**

Equipment, uniforms, and facilities

Hereford Bowling Club’s equipment should meet the standard requirements of safety and is regularly inspected. The playing equipment used in the provision of junior bowls will be suitable for the participant’s size and ability so that the junior participant can experience fun and success; and is less likely to be injured.

Measures HBC have adopted to reduce the risk of facility or equipment-related injury during bowls activities. These include:

1. Maintaining facilities and equipment so that it remains in a safe condition.
2. Appropriately supervising all junior participants during sessions.
3. Modifying equipment and rules (where appropriate).
4. Cancelling matches or training where inspection of playing surfaces and equipment reveals they are unsuitable or unsafe for play.



Image use – Still and Moving images

Hereford Bowling Club is familiar with the potential risks linked to the improper/unauthorised use of still or moving images of junior participants. Therefore, HBC are taking appropriate steps to ensure the acquisition or display of images containing junior participants are not misused or accessed by unauthorised personnel.

Permission must be obtained from the junior participant's parent/guardian prior to taking the image. Any information regarding the display of images should not be published unless prior consent has been granted by the parent/guardian. All personnel taking such images should be approved by HBC and aware of this procedure. **Appendix 2**

Section 2 – Guidelines

How do Hereford Bowling Club get juniors involved at club level?

HBC are actively getting junior participants involved in sport as it is an integral component of a healthy active lifestyle. Sport at a junior level needs to be fun, positive, enjoyable, and inclusive.

Bowls is an attractive option for junior participants with varying athletic and physical abilities.

HBC recognises that bowls as a sport provides an opportunity for junior participants to develop physically, socially, and emotionally with a wide variety of skills transferable to non-athletic environments, such as leadership, teamwork, concentration, strong ethics, and values. HBC's collective goal is to provide a safe, enjoyable environment to encourage the long-term participation of junior participants and their families.

Fun is the major motivating factor for junior participants to play sport. Although junior participants like to compete, the emphasis on the competition is always related to the fun and excitement experienced in the competition, not necessarily a win.

HBC tips on creating an atmosphere of fun within a team

1. HBC will get down to the junior participants level and understand what they see as fun.
2. Don't take yourself too seriously, get involved, don't be afraid to fail.



3. Maintain a fun attitude with lots of laughter and a sense of humour.
4. Create training sessions that provide maximum activity, skill development and enjoyment.
5. Treat all junior participants equally, while meeting their individual needs.
6. See the lighter side of mistakes through encouragement and praise.
7. Create opportunities for all skill and ability levels.
8. Be well planned, organised, and resourced (equipment).
9. Avoid all 'isolation' type punishments (sit ups, push ups etc).
10. Improve the club environment for junior participation.
11. Provide recommendations, resources and programs that focus on providing a simple, fun, accessible and affordable introduction to bowls.
12. Create and promote family bowls initiatives that encourage participation by the whole family in various forms.
13. Create, promote, and provide non-traditional forms of bowls participation.
14. Develop projects, resources and programs that assist deliverers in introducing the game through primary and secondary schools in a fun manner.
15. Assist with the provision of junior sized bowls used by new participants.
16. Praise in public. However, never criticise in front of their peers.
17. Inform juniors of the pathway for a junior participant to ensure awareness of both the fun and competitive outlet for the sport of bowls

Encourage long term involvement

There are several steps that HBC will take to assist with the long-term involvement of junior participants:

1. Positive initial experience in a fun, social and junior friendly environment
2. Appropriate participation and competitive opportunities
3. Clear playing pathways together with awareness strategies which encourage the appeal to become a coach, club official and volunteer
4. Junior participants may pursue the alternative pathways, and therefore the following strategies have been divided to cater for two pathway examples.

Although HBC recognises that bowls is a sport that can be played by persons of any age, it is more likely a participant will remain in the sport if they are participating alongside those of a similar age, skill level or interest in the game and its social attributes. Programs can be tailored to suit the individual needs of the junior participant by personnel at all levels. Therefore, HBC is committed to:

1. Develop and promote programs which introduce junior participants to the sport in a fun and social environment.
2. Develop, implement, and promote regular non-traditional participation and school or inter-club junior competitions within Hereford Community.
3. Produce and disseminate a resource for bowls clubs that provide guidelines and specific recommendations on the delivery of junior bowls.



4. Develop, implement, and promote regular inter-zone junior competitions within Herefordshire.
5. Provide clear junior participant pathways into opportunities as coaches, teachers, club mentors and volunteers.
6. Develop, implement, and promote school and community competitions within Hereford Community.
7. Provide opportunities for junior participants to participate on a regular basis in a social and fun environment.
8. Promote bowls as a sport for life:
9. Physically and socially healthy activity - Teaches participants great values and life skills - Can be played by all ages.

Pathways and game formats

Playing Conditions:	Primary (5 – 9 years old)
Attitude	Fun, safe, inclusive, focus on positives
Time Limit	30 – 45 minutes per session
Learning Objectives	Basic understanding of game (line & weight) through target games Basic understanding of good sportsmanship
Recommended format	Target/Introductory games Collective points total (group total) Mixed teams (male and female) Limit one-on-one competition
Equipment	Targets Junior Bowls, jacks, and mat
Coaching Ratio	Recommended 1:8 - Maximum of 1:15.
Acceptable Clothing	Casual clothes & Flat shoes
Recommended Coaching qualification	Introductory Coach/Experienced Club Bowler/Teacher



Playing Conditions:	Participation (10 – 13 years old)
Attitude	Social and physical development, introduction to competition, inclusive
Time Limit	45 – 60 minutes
Learning Objectives	Solid understanding of game (format, tactics, rules)
Recommended format	Spot the jack Maximum of five end games/sets Two-Four-Two bowls Triples (three bowls) Pairs (two bowls) Singles Mixed teams (boys and girls)
Equipment	Bowls (appropriate size) Jacks and mats
Coaching Ratio	Depends on playing format, maximum of 1:20
Acceptable Clothing	Casual clothes & Flat shoes
Recommended Coaching qualification	Introductory Coach/Experienced Club Bowler/Teacher

Playing Conditions:	Participation (14 – 18 years old)
Attitude	Competitive
Time Limit	60 – 120 minutes
Learning Objectives	Introduction to competitive bowls
Recommended format	Sets Play (Two Sets of nine ends and three end tiebreaker) Singles, pairs, and triples Boys v. boys and girls v. girls or mixed (on the same green)
Equipment	Bowls (appropriate size) Jacks and mats Chalk Measuring tapes
Coaching Ratio	One coach per club team
Acceptable Clothing	Casual clothes & Flat shoes
Recommended Coaching qualification	Introductory Coach/Experienced Club Bowler/Teacher



Hereford Bowling Club's Codes of Behaviour:

Players

1. Play by the rules.
2. Never argue with an official. If you disagree have your skip or coach approach the official at the conclusion of the end or after the competition.
3. Control your temper. Verbal abuse of officials, or other participants or deliberately distracting or provoking an opponent are not acceptable or permitted behaviours.
4. Work equally hard for yourself and/or your team. Your team's performance will benefit and so will you.
5. Be a good sport. Applaud all good shots whether they are made by your team or the opposition.
6. Treat all participants as you would like to be treated. Do not bully or take unfair advantage of another competitor.
7. Cooperate with your coach, teammates, and opponents. Without them, there would be no competition.
8. Participate for your own enjoyment and benefit, not just to please your parents and coaches.
9. Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background, or religion.

Parents

1. Remember that junior participants participate for their enjoyment, not yours.
2. Encourage junior participants to participate, do not force them to.
3. Focus on your child's efforts and performance rather than whether they win or lose.
4. Encourage junior participants to play according to the rules and to settle disagreements without resorting to hostility or violence.
5. Never ridicule or yell at a junior participant for making a mistake or losing a game.
6. Remember that junior participants learn best by example. Appreciate good performance and skilful plays by all participants.
7. Support all efforts to remove verbal and physical abuse from sporting activities.
8. Respect officials' decisions and teach junior participants to do likewise.
9. Show appreciation for coaches, officials, and administrators. Without them, your child could not participate.
10. Respect the rights, dignity and worth of every junior participant regardless of their gender, ability, cultural background, or religion.



Coaches

1. Remember that junior participants participate for pleasure and winning is only part of the fun.
2. Never ridicule or yell at a junior participant for making a mistake.
3. Be reasonable in your demands on junior participants' time, energy, and enthusiasm.
4. Operate within the rules and spirit of bowls and teach your players to do the same.
5. Ensure that the time junior participants spend with you is a positive experience. All junior participants are deserving of equal attention and opportunities.
6. Avoid overplaying the talented players in key positions: the 'just average' need and deserve equal time.
7. Provide experiences appropriate to the ability of the junior participant.
8. Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all junior participants.
9. Display control, respect, and professionalism to all involved with the bowls. This includes opponents, coaches, officials, administrators, the media, parents, and spectators. Encourage junior participants to do the same.
10. Show concern and caution towards sick and injured participants. Follow the advice of a doctor when determining whether an injured participant is ready to recommence training or competition.
11. Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principles of growth and development of junior participants. Respect the rights, dignity and worth of every junior participant regardless of their gender, ability, cultural background, or religion.

Teachers

1. Encourage junior participants to develop basic skills, discourage overspecialisation in one format or playing position.
2. Create opportunities to teach appropriate bowls behaviour as well as basic skills.
3. Give priority to free play activities, skill learning and modified games over highly structured competition for junior (primary) participants.
4. Prepare junior participants for intra and interschool competition by teaching the basic bowls skills.
5. Make junior participants aware of the positive benefits of participation in sporting activities.
6. Keep up to date with coaching practices and the principles of physical growth and development. Read and use the latest coaching and teaching resources for junior bowls.
7. Help junior participants understand the differences between the junior competition they participate in and professional sport.
8. Help junior participants understand that playing by the rules is their responsibility.
9. Give all junior participants equal opportunities to participate in administration, coaching and umpiring as well as playing.
10. Respect the rights, dignity and worth of every junior participant regardless of their gender, ability, cultural background, or religion.



Appendix 1 - HBC Parental Consent Form

Hereford Bowling Club – Parental Consent Form

I confirm that I _____ am the parent/legal guardian of
_____.

I hereby consent to the above child participating in the bowling activities of Hereford Bowling Club in line with the Code of Ethics & Good Practice for Children's Sport.

I have provided contact details below and undertake to inform the Secretary of the club of any changes to this information. I confirm that all details are correct, and I can give parental consent for my child to participate in all bowling activities in the club.

I confirm that I have read both Hereford Bowling Club's Junior Policy and Bowls England Safeguarding Policy and undertake to abide by the obligations which it imposes on me as the parent/legal guardian of the above-named child.

Name:(*please print*) _____

Signature _____

Contact Details

Name of Child _____ Age _____

Address _____

Parent's Mobile Phone No. _____

Emergency Contact No. (1) _____

Emergency Contact No. (2) _____



Appendix 2 - HBC Junior medical Form & Photographic & Video Consent Form

Hereford Bowling Club – Junior Medical Form

Please also include all medical details that might be relevant in dealing with your child in a safe manner, such as allergies, medication, special needs, etc.

Hereford Bowling Club – Photographic & Video Consent Form

Photographic & Video Consent

I consent/do not consent to the below mentioned child being included in any photographic or video material, in any publications/websites/social network applications which may be used for the purpose of documenting and highlighting their involvement in bowls.

Name: _____

Age: _____

Signature: _____

Date: _____

Print Name: _____

State Relationship to child: _____

Phone No. _____