



## Western Province Golf

Royal Cape Golf Club, 174 Ottery Road, Wynberg 7800  
POSTNET Suite 429, Private Bay X16, Constantia, 7848  
+27 021 761 4195 • www.westernprovincegolf.co.za  
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### WPG JUNIOR INVITATIONAL POLICY 2026

Western Province Golf (WPG) is committed to the development of junior players through invitational inclusion in Western Province Golf Junior teams, groups or training squads (where applicable).

This process will be conducted in a fair, transparent and objective manner that is clearly understood by players, parents, coaches, affiliated clubs, the wider golfing membership, media and other interested parties.

The policy aims to ensure that invitations are made consistently and responsibly, while fostering and encouraging junior player participation and development.

#### A. SCOPE AND RESPONSIBILITIES OF INVITATIONAL SELECTION PANEL

##### **1. Appointment and Composition**

The WPG Junior Invitational Selection Panel shall consist of a maximum of six (6) members, comprising:

- WPG Junior Portfolio Lead (Convener)
- Members of the WPG Junior Portfolio Committee
- WPG General Manager and/or WPG Junior Co-ordinator

All meetings of the Selection Panel shall be formally minuted in accordance with WPG governance requirements.

##### **2. Conflict of interest**

All members of the WPG Junior Portfolio Committee and the Invitational Selection Panel are required to act impartially and in the best interests of Western Province Golf at all times.

Any member who has a direct or indirect conflict of interest relating to a player under consideration (including but not limited to being a parent, guardian, coach, sponsor, or having a financial or personal relationship with the player) must:

- a. Declare any actual, potential, or perceived conflict of interest prior to deliberations.
- b. Recuse themselves from all discussion and decision-making relating to the affected player(s).

Where necessary, the Panel may appoint an alternate selector, subject to WPG Executive approval, in order to preserve the integrity of the selection process.

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### **3. Voting rights**

The following voting structure shall apply:

- **Chairperson (Convener): One (1) vote plus a casting vote in the event of a deadlock**
  - **Each Junior Portfolio Committee member: One (1) vote**
  - **WPG General Manager and/or relevant tournament administrator: One (1) vote**
- a. Decisions of the Panel shall be taken by simple majority vote.  
b. A quorum shall consist of a majority of appointed members.

### **4. Authority of the selection panel**

The Invitational Selection Panel is responsible for:

- Inviting eligible players from relevant WPG Junior Rankings or other recognised performance indicators for inclusion in teams, groups or squads.
- Providing opportunities for players to gain competitive experience at selected events.
- Supporting the development and progression of junior players, while recognising current achievements and future playing potential.

### **5. Consultation and additional information**

The Selection Panel may, by collective agreement, consult with relevant individuals in order to obtain additional factual information or insight regarding players under consideration.

Such individuals may include, but are not limited to:

- Past or current Invitational Team Managers / Chaperones
- Coaches
- Parents/Guardians (only when factual information regarding a player is required)

Any consultation shall be advisory in nature only and shall not confer voting rights or decision-making authority on the consulted individual.

The Selection Panel remains solely responsible and accountable for all final invitation decisions.

### **6. Team Manager/Chaperone Selection**

- a. The Selection Panel shall nominate the WPG Invitational Team Managers/chaperones. These nominations will be ratified by the President.
- b. Team Managers/chaperones appointments shall be based on safeguarding certification, demonstrated leadership, organizational ability, and commitment to WPG values.
- c. Team Managers/chaperones shall be appointed for a defined period, subject to renewal at the discretion of the Selection Panel.
- d. Team Managers/chaperones are bound by and must sign a WPG Code of Conduct and a Conflict of Interest Declaration.

### **7. Accountability and process**

- a. All deliberations of the Selection Panel shall remain strictly confidential.
- b. Decisions shall be recorded and formally ratified, where required, by the WPG President and/or Vice Presidents.
- c. Invitational announcements shall be communicated through official WPG communication channels only.

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a) Invitational Selections made by the Selection Panel are final and shall not be subject to appeal, except in circumstances where a procedural irregularity is identified by the WPG Executive.

### **8. Misconduct Breaches**

Invitational Selectors must act impartially and avoid favouritism, bias, or engage in conduct that may reasonably undermine trust in the selection process. A breach occurs where a Selector:

- Does not declare a conflict of interest,
- Uses their position to influence selections for personal, club, or external benefit,
- Fails to recuse themselves where required.

All player assessments, discussions, and deliberations are strictly confidential. Disclosure of confidential information—whether deliberate or negligent—shall be treated as a material breach. Invitational Selectors must conduct themselves professionally at all times and uphold the values and reputation of the Union. Behaviour (verbal, written, or digital) that is disrespectful, discriminatory, or damaging to the Union's image shall constitute misconduct.

Invitational Selectors must attend scheduled meetings and selection events unless excused by the Chair in advance. Persistent non-attendance or failure to contribute meaningfully to selection duties will be deemed a breach.

Invitational Selectors may not accept gifts, benefits, or external pressure intended to influence selection decisions. Any attempt to influence selections unethically shall constitute gross misconduct.

Invitational Selectors must report any conflicts of interest, irregularities, or breaches by fellow selectors immediately. Failure to report known breaches may itself be treated as a breach.

Any breach of confidentiality by Selection Panel members may constitute misconduct and may result in removal from the Panel.

### **9. Consequences of Misconduct Breaches**

Any breach or misconduct by an Invitational Selector may result in a review and removal from the panel.

The matter shall be referred to the WPG Disciplinary Committee for investigation and resolution.

## **B. PLAYER ELIGIBILITY AND RESPONSIBILITIES**

### **10. Essential eligibility criteria**

All junior players invited by WPG to participate in teams, groups or training squads must:

- Be a member in good standing of a club affiliated to Western Province Golf.
- Hold an official handicap at that club.
- Have participated in WPG tournaments within the six (6) months preceding selection.
- Maintain a handicap that is a true reflection of their playing ability.
- Sign and comply with the WPG Parent and Player Code of Conduct.
- Comply with all WPG regulations, policies and rules.
- Demonstrate acceptable standards of behaviour both on and off the course.
- Not be the subject of any disciplinary, welfare, criminal or legal investigation that could negatively affect the reputation of WPG.

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- Comply with WPG safeguarding and child protection policies where applicable.

### **11. HNA Handicap records**

- a. A player's handicap must represent a true and accurate reflection of playing ability.
- b. A maximum of one penalty score within the preceding six months may be considered acceptable.
- c. Players affiliated to WPG who have not been resident in South Africa for the preceding six months must ensure that foreign scores are submitted and verified on the HNA system, unless sufficient local rounds have been recorded to validate the handicap.

### **12. Anti-doping policy (Drug free sport)**

**All invited players are subject to the provisions of the International Golf Federation's Anti-Doping Policy. Details of the Policy, and the current Prohibited Substances and Methods, are available from the International Golf Federation's website.**

<https://www.igfgolf.org/integrity/anti-doping/documentation-regulations>

## **C. INVITATIONAL SELECTION PRINCIPLES**

The primary objective when inviting players to WPG Junior teams or groups is to select players who are most likely to deliver the strongest individual and/or team performance at the tournament concerned.

The invitation process shall not be subject to an appeals process.

### **13. Invitational Selection Factors**

#### **o Primary Invitation Factors:**

- Ranking position and progress on applicable WPG Junior Ranking / Order of Merit.
- Overall level and consistency of performance.
- Performance in key WP Golf and National Tournaments.
- Historical performance record at previous Tournaments.
- Handicap records

#### **o Secondary Invitation Factors:**

- Willingness of player to represent WP Golf.
- Performance in WP Golf School Leagues (where applicable).
- Golf based statistics.
- Individual strengths that may contribute to the performance of the team as a whole.
- Player not playing sufficient rounds on applicable WPG Junior Ranking / Order of Merit e.g. due to player moving to WP Golf from another union.
- Consideration be given to players education, and when educational workload/examinations have prevented a player from playing in events.
- Players past general conduct and behaviour, both on-course and off-course and at events in which the player has participated.

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- Player having been injured or unavailable (due to schoolwork commitments) but whose experience, form or performance is considered invaluable.

○ **Additional Invitation Factors:**

Will include assessment of players overall ability to cope with a range of factors such as:

- Competition format: team and/or individual.
- Type of course, condition, design and assessed difficulty of the course.
- Competition format; including assessing foursomes / match play records when appropriate.
- Climatic conditions.
- General fitness level – determined by reference to appropriate objective reports or tests.
- Medical considerations.

While rankings and objective performance indicators will form the primary basis of invitations, the Selection Panel retains the discretion to consider the broader interests of team balance, player development, and tournament format when making final decisions.

No player shall have an automatic right to invitation based solely on ranking position or any single selection factor.

#### **14. Invitational selection process**

**The following invitation process shall be followed:**

- a. When deemed necessary by WP Golf, an invitation strategy meeting will be called at least one month prior to the Selection Panel meeting. The purpose of this meeting being to identify the pool of players according to the invitation criteria and factors to be considered for invitation.
- b. General Manager of WP Golf to check that all players identified in the strategy meeting are available for the tournament.
- c. General Manager of WP Golf / Chair of the WP Golf Junior Portfolio Committee to compile and issue all relevant invitation information e.g. applicable Order of Merit standings, etc. to the WP Golf Invitational Selection Panel at least one week prior to invitation selection meeting.
- d. Convene meeting of Invitational Selection Panel to finalise player selections.
- e. Chair of the WP Golf Invitation Selection Panel to send the list of invited players and meeting notes to the President and the Vice Presidents (Men and/or Women) for ratification.
- f. General Manager of WP Golf to promptly send ratified teams via letter to the invited players and all affiliated clubs as well as post on WP Golf's media platforms.

The player invitations to a WP Golf Junior Team and/or Squad rests with the WP Golf Junior Invitational Selection Panel and their invitations are final unless questioned at ratification by the President and/or Vice- Presidents. No appeals process applicable. Invitations shall be extended to non-travelling reserve player(s), only when required.

#### **15. Conditions & process for the withdrawal of a player's invitation**

WP Golf reserves the right to withdraw a player(s) from the team, group or squad at their discretion. A player's invitation may be withdrawn, at the sole discretion of the WP Golf Junior

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Invitational Selection Panel from a team or group for which they were invited to play in if:

Following receiving their invitation, a player fails to:

- a. Sign and comply with the relevant Parents and Players Golf Code of Conduct(s) and or Indemnity form(s);
- b. If at any time after invitation and before departure to an event, a golfer falls ill or is assessed as injured and fails to immediately inform WP Golf so that an evaluation can be made as to the impact on their ability to perform at the level expected of them; or submit a medical examination not less than 2 weeks before the Tournament when requested to do so.
- c. Fails to comply with the eligibility in Terms of Competition
  - o Fails to attend pre-tournament training and other activities, if so required and directed by WP Golf;
  - o Fails to demonstrate that they have maintained the level of fitness, form or performance reasonably expected of a player invited to a WPG team, group or squad. WPG reserves the right to conduct performance or medical assessments where necessary.

In the event of a player being withdrawn, the Selection Panel reserves the right to invite a replacement player at its discretion.

## **16. REVIEW**

This policy will be subject to regular review and amendment.

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