

## Headline 5.5 Safe Sport

### 1. Definition

Safe sport refers to the sporting environment that is designed to prioritise the physical, emotional, and psychological well-being of all participants, including athletes, coaches, officials, and volunteers. This notion includes measures to prevent and address issues such as abuse, harassment, discrimination, bullying, and doping. Its core objective is to foster an inclusive and supportive culture that allows individuals to engage in sports activities without fear of harm or mistreatment.

Effective safe sport practices involve the development and implementation of comprehensive policies and procedures, including clear rules and protocols for addressing and managing reports of harassment and abuse. Regular risk assessments are essential to identify potential safeguarding issues, with proactive measures and updates based on these assessments. Furthermore, safe sport strategies must be integrated into all organisational operations and events, with a trained safeguarding officer or committee designated as the primary contact for addressing safeguarding concerns.

Research highlights the prevalence of abuse in sports, including neglect, psychological, physical, and sexual violence. Notably, many incidents go unreported, often disclosed only to peers or family members rather than to sport professionals. Sports organisations are urged not to rely solely on legal experts but to engage specialists in abuse, gender-based violence, human rights, and intersectional discrimination. These experts provide essential context and appropriate remedies, tailored to the specific nature of the harm and its impact on individuals.

Recommendations for addressing abuse include acknowledging the harm and its impact, taking responsibility for failures to prevent or act on information, and providing support for affected individuals. This includes ensuring they can return to competition or work without reprisals, offering independent care and support, and taking disciplinary action against perpetrators and those who failed to act. Building and maintaining constructive relationships with affected persons is crucial, integrating their involvement into organisational operations.

The EU Work Plan for Sport 2024-2027 marks the first explicit focus on safe sport, with an initial emphasis on prevention. The IOC is establishing regional safeguarding hubs to address reporting and remedial actions. Currently, 87% of Olympic International Federations have a safeguarding policy, with the remaining 13% developing theirs. Prioritising safe sport enhances organizational integrity, fosters positive participant experiences, and aligns with legal and ethical standards.

### 2. Ideal Scenario

All stakeholders within the Olympic Movement are dedicated to maintaining a secure environment for all participants, supported by domestic laws and a strict zero-tolerance policy against safeguarding violations. A comprehensive, publicly accessible safe sport strategy, integrated with the Code of Conduct, clearly defines harassment and emphasises protection for minors and youth.

A trained safeguarding officer would serve as the primary contact for all safeguarding issues, with measures for addressing concerns including effective reporting mechanisms, confidentiality, and well-defined roles. Regular risk assessments involving all relevant parties would identify and address potential risks, ensuring proactive updates to safeguarding measures.

The organisation implements athlete-centred, trauma-informed approaches and provides comprehensive training for staff, volunteers, and participants on preventive measures and reporting protocols. Specialised training for safeguarding personnel is ongoing.

Awareness campaigns use diverse channels to promote safeguarding principles. The safeguarding policy incorporates anti-discriminatory practices and is publicly accessible, regularly reviewed, and consistently applied. A clear Code of Conduct is signed by all involved before they begin their roles.

Reporting procedures are continuously evaluated and improved. Support for individuals with safeguarding concerns is impartial, with trained Safeguarding Officers available. A strategic plan ensures safeguarding initiatives are advanced and consistently applied across member organisations. Recruitment includes rigorous vetting, with checks extended to partners and service providers to ensure adherence to safeguarding policies.

### 3. Risks

- Drop out and decreasing participation numbers. Loss of staff members.
- Participants, especially children and vulnerable individuals, are at risk of experiencing various forms of harm, including physical, emotional, and psychological abuse, harassment, discrimination, and neglect.
- Failure to prioritise safeguarding can result in serious harm to individual's well-being and may lead to long-term negative effects on their physical and mental health.
- Jurisdiction and national laws may require sports organisations to implement safeguarding policies and procedures to protect participants from harm. Failure to comply with these legal requirements can result in legal liabilities, fines, sanctions, or even criminal charges against the organization and its officials.
- Damage the organisation's reputation and credibility in the eyes of stakeholders, including participants, parents, sponsors, and the broader community.
- Negative publicity can have far-reaching consequences, leading to loss of confidence in the organisation's leadership, decreased participation rates, withdrawal of sponsors or funding, and reputational damage that may be difficult to repair.
- The organization may struggle to attract participants, volunteers, and stakeholders, hindering its ability to fulfill its mission and objectives effectively.
- No access to the benefits inherent to sport/Counteracting the benefits inherent to sport.
- Exclusion of certain groups, vulnerable people, marginalised groups.

#### 4. Instruments and key elements

<i>Instruments</i>	<i>Key elements</i>
<b>Risk assessment and management</b>	<ul style="list-style-type: none"> <li>• Conduct comprehensive and participatory risk assessments regularly by involving staff, volunteers, athletes, and parents to thoroughly identify, evaluate, and monitor potential safeguarding risks.</li> <li>• Identifying risks linked to factors in the environment and considering both likelihood and probability.</li> <li>• Calculating the overall risk rating for each risk area to prioritise risk mitigation measures.</li> <li>• Developing risk mitigation measures.</li> <li>• Monitoring, reviewing and adapting risk mitigation measures.</li> </ul>
<b>Education and Awareness-raising</b>	<ul style="list-style-type: none"> <li>• Robust prevention and education programmes shall be mandatory for the athletes, their entourages and all sports officials, including judges and referees.</li> <li>• Periodically conduct awareness campaigns across multiple communication channels to reinforce the importance of safeguarding.</li> </ul>
<b>Safeguarding policy</b>	<ul style="list-style-type: none"> <li>• Aligned with the organisation's Code of Conduct, ethical provisions, and other policies.</li> <li>• Align the safeguarding policy with domestic laws, clearly defining types of harassment and abuse.</li> <li>• The safeguarding policy should be built for purpose and be tailor-made to the organisation.</li> </ul>
<b>Safeguarding Officer</b>	<ul style="list-style-type: none"> <li>• Responsible for implementing and monitoring the safeguarding policy and serving as the primary contact for concerns and reporting.</li> <li>• Handles reports promptly, confidentially, and with appropriate follow-up actions.</li> <li>• Separate from the organisation's core operations, is available, with both male and female officers accessible to address different needs.</li> </ul>
<b>Remedy Strategy/ Safeguarding Implementation Plan</b>	<ul style="list-style-type: none"> <li>• Acknowledge and accommodate the experiences of affected persons throughout the investigation process.</li> <li>• Build trust and demonstrate an open, constructive mindset from the outset.</li> <li>• Be prepared and transparent by designing and publishing investigative ground rules.</li> <li>• Demonstrate rigour by establishing and sustaining the necessary standards for high performance.</li> </ul>

## 5. Good practice examples

### Example “Safeguarding Policy”

**Organisation:** International Olympic Committee (IOC)

**Description:** The IOC aims to play a leading role in safeguarding athletes in sport at all levels. To this extent, the IOC has adopted the IOC Consensus statement on harassment and abuse (nonaccidental violence) in sport, with a first version in 2007 and a recent update in 2016.

Building on this Consensus statement as well as on other activities to support athletes, the IOC has developed a “Safeguarding toolkit”. This toolkit aims to assist National Olympic Committees (NOCs) and International Federations (IFs) – although the toolkit can be helpful for all sport organisations – in the development of policies and procedures to safeguard athletes from harassment and abuse in sport.

In terms of the advice on developing a safeguarding policy, the IOC differentiates between developing an organisational athlete-safeguarding policy and developing a competition-specific safeguarding policy. For both policies, the IOC provides a step-by-step guideline to assist organisations in developing these policies. These steps include the outline of the policy, the reporting as well as the follow-up through key personnel, investigation procedures, disciplinary measures, etc. This step-by-step guide is reinforced with key research, recommendations and case studies across the Olympic Movement, and offers a solution-based approach.

**Further information:**

<https://www.olympic.org/athlete365/safeguarding/>

<https://www.olympic.org/news/ioc-launches-toolkit-for-olympic-movement-to-safeguard-athletes-from-harassment-and-abuse-in-sport>

<https://www.olympic.org/athlete365/safeguarding/resource-library>

[IOC Guidelines for IFs and NOCs.pdf \(olympics.com\)](#)

[IOC Certificate: Safeguarding Officer in Sport - sportsoracle](#)

### Example “Safeguarding Policy”

**Organisation:** Union Internationale de Pentathlon Moderne (UIPM)

**Description:** The Athlete Safeguarding Policy (2024) is part of the UIPMs commitment to fostering a secure and supportive environment for athletes. It is a comprehensive document with a set of measures and initiatives designed to prevent harassment, abuse and exploitation within the realm of Modern Pentathlon. It creates a framework that mandates adherence from all UIPM National Federations. Aligned with the IOC Consensus Statement on harassment and abuse in sport (2016) and the guidelines of the Toolkit for International Federations and National Olympic Committees, the policy contains definitions of safeguarding, harassment and abuse, defines the scope of application to including harassment which may occur during the course of all UIPM business, activities, competitions and events and all covered persons (athlete, coach, trainer, manager, agent, medical, family-member, guest or similar) and sets out a set of measures. There are dedicated sections to education and prevention, including via the UIP Educational

Platform and reporting and investigation procedures. A Safeguarding Officer is overseeing the implementation of the safeguarding measures and acts as a point of contact for athletes, ensuring that their concerns are addressed promptly and effectively.

**Further information:**

[UIPM RELEASES RANGE OF UPDATES TO ATHLETE SUPPORT PROVISION | Union Internationale de Pentathlon Moderne \(UIPM\) \(uipmworld.org\)](#)

[athletes\\_safeguarding\\_policy\\_vfinal\\_1.pdf \(uipmworld.org\)](#)

**Example “Reporting Platform”**

**Organisation:** UCI

**Description:** The UCI’s Cycling Integrity Programme consists of 3 pillars, one of which concerns “safe cycling”. Acknowledging that everyone should benefit from a safe environment, free from harassment or abuse, the UCI implements preventive actions and works on policies and procedures that protect individuals. These include a cycling protection policy and codes of conduct for coaches and riders. Integral part of the system is also a secure whistleblowing platform where any behaviour that undermines the integrity of people in sport can be reported. Individuals can turn to this platform for abuse and/or harassment cases, competition manipulation and further integrity issues.

**Further information:**

<https://www.uci.org/pressrelease/uci-launches-cycling-integrity/3kzDLGA0ZbU6c5eces6rZT>

<https://report.whistleb.com/en-GB/uci2>

**Example “Safeguarding in Sport E-Learning”**

**Organisation:** Common Goal and UEFA Foundation for Children

**Description:** Safer Play is a free online learning course, on safeguarding in sports for development. It is designed to address the specifics of sports for development whilst acknowledging a variety of roles that surround vulnerable people. This e-course invites to recognise, reflect and act upon identifying risks of harm, different types of harm, such as physical, sexual, emotional abuse, and neglect on site or online, and building inclusive spaces. The course is addressed to coaches, social workers, staff, trainers, educators, activists and management who work in the field of sport and targets those working with children and young people in non-profit and non-governmental organisations. The course is structured in different modules, each with a 5-step methodology. Starting with exploring the topic by watching a video of a concrete situation, to then reflect about it, dive deeper into the background of the type of abuse and exploring approaches from the field by listening to first-hand experiences from practitioners. The modules close with a quiz to test the gained knowledge.

**Further information :** <https://common-goal.teachable.com/courses/safer-play-english/lectures/42866276>

### Example “Effective Responses to abuse in sport”

**Organisation:** Centre for Sport and Human Rights

**Description:** The 'Roadmap to Remedy' project emerged from a recognition that victims, survivors, and whistle-blowers often faced inadequate, unsafe, and ineffective mechanisms for investigating and resolving abuse within sports. Over the past two years, the Centre for Sport and Human Rights, with support from the Clifford Chance Foundation, has extensively researched and consulted with various stakeholders to identify improvements in how sports organizations handle abuse reports. Partnering with a diverse group of affected individuals from different sports worldwide, the Centre explored necessary enhancements in investigation processes, evidence-based determinations, and resolutions, and the engagement of affected individuals in developing long-term solutions. The resulting series of outputs offers valuable knowledge, recommendations, and practical tools for both sports bodies and affected persons to enhance the standards of remedy for abuse cases. Addressing remedy is inherently complex, as it encompasses various forms and is necessary only when individuals have been harmed.

**Further information:** [Roadmap to Remedy 1 Effective Responses to Abuse in Sport | Centre for Sport and Human Rights \(sporthumanrights.org\)](#)

### Example “Safeguarding eLearning”

**Organisation:** Safe Sport International

**Description:** Safe Sport International is an international network of experts committed to ending all forms of inter-personal violence, abuse and harassment in sport environments globally. The network aims to drive international standards and provide clear safeguarding guidelines at all levels of participation, facilitate global networks in safe sport and opportunities for sharing experiences, learning and research and develop skilled and supported people in safeguarding through education and consultancy.

The i-Protect Programme provides a holistic approach to a child safeguarding strategy, including digital learning and activities aimed at coaches, sports managers, safeguarding officers and leadership teams. The programme offers three distinct pathways, the most relevant and free of charge:

- i-Protect Safeguarding course for individuals: role-specific safeguarding learning for parents/families, coaches, sports managers and safeguarding officers
- i-Protect Safeguarding Club Badge: whole-club training and a wide variety of templates and resources resulting in the coveted i-Protect Club Badge.

i-Protect aims to increase awareness and understanding for safeguarding, enabling recognition and more effective response to any safeguarding concerns within teams, clubs or organisations. The individual access allows delving into the specific roles coach, family, sport manager, leadership team and club coordinator. There are eight different safeguarding courses, but also a selection specific to the chosen role.

**Further information :** [i-Protect for Individuals | Safe Sport International](#)

### Example “Safeguarding Course”

**Organisation:** International Safeguards for Children in Sports, The Open University

**Description:** Safeguarding in Sport is a series of three online courses dedicated to everyone involved in sport, designed to increase the understanding of safeguarding, its importance and how it can be developed in the sport the user is connected with. The content of the courses has been revised to suit a more general sport audience, originally developed by FIFA. The structure of the series is the following:

- Course 1: Safeguarding Essentials - introduction to safeguarding (90 minutes)
- Course 2: Safeguarding Practice – in-depth introduction to the practice of safeguarding (12 hour)
- Course 3: Effective Safeguarding – knowledge and insight to improve the efficiency of people who have safeguarding responsibilities.

**Further information:** [OLCreate: Safeguarding in Sport](#) | [OLCreate \(open.edu\)](#)

### Example “Safe Sport Strategy”

**Organisation:** German Olympic Sports Confederation (DOSB)

**Description:** The Future Plan Safe Sport is the overall strategy of the dsj, DOSB and their member organisations to systematically address abuse in sports. It was launched in 2023 and sets goals in all areas of prevention, intervention and inquiries into non-recent cases of abuse that are to be achieved in organised sport in Germany over the next ten years. Although sports associations and clubs already implemented a number of safeguarding measures and projects, the accounts from victims and survivors, from scientific studies and the long-standing hands-on experience of numerous dedicated people in this field make it abundantly clear that the issue of safeguarding from violence in sport needed to undergo serious examination and further development.

The Future Plan Safe Sport therefore attempts to systematically develop the safeguarding procedures and measures further across all sports in Germany. It was developed through a far-reaching participatory process. The participating parties included, among others, the DOSB and dsj member organisations, advocacy groups representing athletes, trainers, judges and referees and children and young people, along with counselling centres and victims and survivors.

**Further information:** [dsj.de: Detailseite](#)

### Example “Safeguarding Policy”

**Organisation:** International Judo Federation (IJF)

**Description:** The IJF safeguarding policy aims to demonstrate the commitment of IJF to safeguarding. The policy defines harassment and abuse in five forms which may occur in a group or towards a single person. These include psychological abuse, physical abuse, sexual harassment, sexual abuse, neglect. The goal of the IJF in the field of violence, harassment and abuse is to:

- Raise awareness on prevention of harassment, abuse and violence among all IJF bodies and Populations
- Raise awareness, clarify, educate all populations on what is considered to be harassment, abuse and violence

- Provide information on the alert process and the management of cases of harassment, abuse and violence.
- Establish a safe environment for all those involved in the field of judo.

The Policy defines the role of each stakeholder: Member federations are responsible for the definition and implementation of their own policies and procedures to protect their different populations against harassment, abuse and violence. These should be adapted to their own national legal framework and comply with the statutes and regulations of the IJF.

**Further information:** [IJF Safeguarding policy](#)

#### Example “Safeguarding Course”

**Organisation:** World Athletics

**Description:** Member Federations and Area Associations must comply with World Athletics’ Safeguarding Policy. This document defines Safe Sport violations and the Case Management policy.

World Athletics also created a free safeguarding training course for everyone in athletics, available on their e-learning platform. This certificated course aims to raise awareness about safeguarding responsibilities, explaining its importance and how to respond to concerns. It's designed for all levels, from elite athletes and officials to grassroots members and coaches. The course helps participants recognize risks, take action to mitigate them, and report concerns to the relevant authorities, fostering a culture that rejects abuse and exploitation. The course aims to help participants to develop their own safeguarding policy and implement safeguarding measures.

**Further information:**

[World Athletics Safeguarding rules](#)

[Resources Center](#)

[Safeguarding Training Course](#)

#### Example “Safeguarding Course”

**Organisation:** Fédération Internationale de Volley-Ball (FIVB)

**Description:** The FIVB has introduced a mandatory Safeguarding E-Learning Course for athletes, officials, and participants in FIVB competitions. This course aims to provide comprehensive knowledge on ensuring safe sporting environments free from harassment and abuse, reinforcing FIVB's commitment to safe sport. The course is hosted on the FIVB Learning Management System (LMS), which also offers other educational courses such as the Course on Prevention of Competition Manipulation, the Play Clean programme, the Coaches Resource Centre for volleyball and beach volleyball, and the Referees Resource Centre for volleyball and beach volleyball. Part of the 2023 FIVB Disciplinary Regulations, the FIVB Safeguarding Policy outlines that any harassment or abuse incidents could lead to disciplinary actions.

**Further information:** [Mandatory Safeguarding E-Learning Course](#)



**Example “Safeguarding Course”**

**Organisation:** World Rowing

**Description:** World Rowing is dedicated to fostering an environment free from harassment and abuse, prioritizing the welfare of all involved. Any behavior constituting harassment or abuse is strictly prohibited and violates both the World Rowing Code of Ethics and the International Olympic Committee (IOC) Code of Ethics. World Rowing provides various documents and policies to educate its members about safe sport and integrity. Key documents include: World Rowing Safeguarding Policy and Procedures, World Rowing Code of Ethics, World Rowing Safer Recruitment Guidance, World Rowing Event Safeguarding Officers. World Rowing provides a platform to report harassment or abuse.

World Rowing offers replay of Athlete Safeguarding Webinars on a wide range of safeguarding policies including: Athlete Rights and Responsibilities with respect to Safeguarding, a Toolkit for Athletes, The Athlete & Coach Perspective – Creating a Safe Environment, Member Federation Leaders and Officials’ Perspective – Practical Guidance on Developing Policy & Procedures.

**Further information:** <https://worldrowing.com/responsibility/safeguarding/>

6. Steps to the next level

To level 2 ★★ “Emerging”	To level 3 ★★★ “Developing”	To level 4 ★★★★ “Established”	To level 5 ★★★★★ “Embedded”
<ul style="list-style-type: none"> <li>Conduct regular, informal risk assessments with a focus on likelihood and impact, acknowledging the importance of identifying potential safeguarding concerns.</li> <li>Facilitate ongoing, informal discussions on safeguarding with staff, volunteers, and participants, distributing essential information to raise awareness.</li> </ul>	<ul style="list-style-type: none"> <li>Implement regular risk assessment processes to identify and evaluate risks with a focus on their likelihood and impact, ensuring comprehensive coverage across all areas of the organisation.</li> <li>Provide safeguarding training sessions for leadership, staff, volunteers, and athletes, covering key concepts, and distribute awareness</li> </ul>	<ul style="list-style-type: none"> <li>Establish a structured and regular risk assessment process to systematically identify risks, thoroughly assess their likelihood and impact, and implement documented procedures and preventive measures based on these assessments.</li> <li>Develop and integrate a comprehensive safeguarding policy within the Code of Conduct, ensuring a strong commitment</li> </ul>	<ul style="list-style-type: none"> <li>Conduct comprehensive and participatory risk assessments regularly by involving staff, volunteers, athletes, and parents to thoroughly identify, evaluate, and monitor potential safeguarding risks. Continuously update and implement proactive mitigation measures based on these assessments.</li> </ul>

<ul style="list-style-type: none"> <li>Start exchanging with the Medical, Athletes, Athletes' Entourage, Gender Equality, Ethics, Legal Commissions, and Member Organisations about safeguarding efforts.</li> <li>Actively promote awareness among leadership regarding the risks linked to inadequate safeguarding procedures and policies.</li> </ul>	<p>materials to promote a shared understanding of safeguarding's importance and the consequences of breaches.</p> <ul style="list-style-type: none"> <li>Adopt a safeguarding policy that aligns with the organisation's Code of Conduct, ethical provisions, and other policies.</li> <li>Appoint a Safeguarding Officer (SPOC) responsible for implementing and monitoring the safeguarding policy and serving as the primary contact for concerns and reporting.</li> <li>Align the safeguarding policy with domestic laws, clearly defining types of harassment and abuse.</li> <li>Designate a board or executive-level individual accountable for overseeing the safeguarding policy.</li> <li>Review and update the organisation's policies and procedures to prevent, protect, respond to, and</li> </ul>	<p>to anti-discriminatory practices and the protection of individuals from all forms of harassment, exploitation, and abuse, while outlining effective response measures to safeguarding concerns.</p> <ul style="list-style-type: none"> <li>Implement structured and ongoing safeguarding training programs for leadership, staff, and volunteers, covering the prevention, identification, and reporting of issues, as well as the details of the Code of Conduct.</li> <li>Publicly acknowledge leadership's commitment to safeguarding, and clearly state the organisation's dedication to these principles in all official communications.</li> <li>Periodically conduct awareness campaigns across multiple communication channels to reinforce the</li> </ul>	<ul style="list-style-type: none"> <li>Update supporting tools and services to incorporate athlete-centred and trauma-informed approaches, driving an organisational culture shift toward prioritising safeguarding in sport.</li> <li>Implement ongoing, comprehensive training and awareness initiatives for all staff, volunteers, and participants, focusing on preventative measures, the Code of Conduct, and clear reporting mechanisms for safeguarding concerns.</li> <li>Provide specialised training for the safeguarding officer and key personnel involved in the intervention process, ensuring they are equipped with the latest knowledge and skills to handle safeguarding issues effectively.</li> <li>Conduct regular awareness campaigns using the most effective</li> </ul>
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	<p>address instances of harassment and abuse, with a focus on specific risk factors and vulnerable populations.</p> <ul style="list-style-type: none"> <li>• Establish a multi-agency partnership approach by actively collaborating with national stakeholders, such as law enforcement, safeguarding experts, and relevant organizations, to ensure coordinated efforts in managing safeguarding issues.</li> <li>• Develop and implement a safeguarding plan using SMART principles, ensuring the availability of sufficient human and financial resources.</li> <li>• Create or adapt a Code of Conduct for staff and volunteers that outlines appropriate behaviour and consequences for misconduct, and disseminate it throughout the organisation.</li> </ul>	<p>importance of safeguarding.</p> <ul style="list-style-type: none"> <li>• Provide ad-hoc training sessions that encourage athlete-centred and trauma-informed approaches.</li> <li>• Publish the safeguarding policy widely to ensure all stakeholders are informed of the organisation's commitment to protecting individuals from harassment, exploitation, and abuse.</li> <li>• Establish a confidential and accessible reporting system with clearly defined mechanisms and responsibilities for all stakeholders, ensuring that channels are well-publicised and that trained safeguarding officers handle reports promptly, confidentially, and with appropriate follow-up actions.</li> <li>• Clearly communicate the names and responsibilities of those who receive and manage</li> </ul>	<p>communication channels to reach diverse target groups and reinforce safeguarding principles.</p> <ul style="list-style-type: none"> <li>• Establish and maintain a comprehensive safeguarding policy that integrates a commitment to anti-discriminatory practices, ensures protection from harassment, exploitation, and abuse, and aligns with domestic law. This policy should include clear procedures for assessing, identifying, preventing, and controlling safeguarding breaches, with roles and responsibilities clearly outlined.</li> <li>• Develop and implement a strategic plan to advance safeguarding initiatives within member organisations, ensuring alignment and support across the broader membership.</li> <li>• Implement and regularly monitor</li> </ul>
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	<ul style="list-style-type: none"> <li>• Communicate the organisation's safeguarding stance and approach internally to ensure awareness and alignment among all members.</li> <li>• Seek guidance from government bodies or governing agencies on vetting procedures for staff and volunteers, particularly those working with high-risk groups or in high-risk situations, and establish a comprehensive vetting process.</li> <li>• Address sport-specific risks for all vulnerable groups, ensuring tailored safeguarding measures are in place.</li> </ul>	<p>safeguarding reports within the organisation.</p> <ul style="list-style-type: none"> <li>• Appoint a second internal contact point for safeguarding concerns and reporting, preferably of a different gender, to provide additional support.</li> <li>• Implement a clear procedure requiring all volunteers and staff to sign the Code of Conduct before beginning their roles, ensuring understanding and commitment to safeguarding principles.</li> <li>• Establish and enforce procedures for preventing, identifying, controlling, and assessing potential safeguarding breaches, alongside implementing regular prevention and awareness-raising activities within the organisation.</li> <li>• Engage in internal discussions to develop an effective remedy strategy for responding</li> </ul>	<p>prevention and education programs, inviting external experts to review content based on reported cases and updated risk assessments.</p> <ul style="list-style-type: none"> <li>• Ensure the safeguarding policy is publicly accessible on the website, regularly reviewed in light of risk assessments, and distributed to member organisations for consistent application.</li> <li>• Establish a clear, role-specific Code of Conduct that must be signed by all staff, volunteers, athletes, and officials before they begin their roles or activities, ensuring commitment to safeguarding principles.</li> <li>• Regularly review and enhance reporting procedures based on case evaluations and remedy reviews to ensure they remain effective and responsive.</li> <li>• Provide impartial support for</li> </ul>
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		<p>appropriately to safeguarding incidents.</p> <ul style="list-style-type: none"> <li>Clearly define the scope of the policy, specifying to whom it applies, and provide support and guidance to member organisations in its implementation.</li> <li>Incorporate safe project delivery practices into the bidding process for events and tenders, ensuring that safeguarding measures are integral to all project phases.</li> <li>Establish a clear and comprehensive vetting procedure that meets the requirements of national government and sports governing bodies, including the vetting of all staff and volunteers who work with high-risk target groups such as children, young people, or adults at risk.</li> <li>Implement mandatory DBS (Disclosure and Barring Service) checks for all personnel and</li> </ul>	<p>individuals with safeguarding concerns by ensuring a trained Safeguarding Officer, separate from the organisation's core operations, is available, with both male and female officers accessible to address different needs.</p> <ul style="list-style-type: none"> <li>Design and implement a robust remedy strategy that includes measures for an effective and appropriate response to safeguarding concerns, offering victims and survivors of abuse the opportunity to be heard and actively participate in the resolution process.</li> <li>Incorporate athlete-centred and trauma-informed approaches as fundamental components of the organisation's safeguarding strategies to ensure sensitive and effective handling of all cases.</li> </ul>
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		<p>develop ad-hoc HR policies to ensure ongoing compliance and the protection of vulnerable groups within the organisation.</p>	<ul style="list-style-type: none"> <li>• Establish a rigorous vetting procedure as part of recruitment that complies with national and sports governing bodies' requirements. This procedure should include references, safe sport-related interview questions, and criminal record checks where applicable.</li> <li>• Extend vetting procedures to partner organisations and service providers to ensure they comply with the organisation's safeguarding policy or have equivalent policies and measures in place to address safeguarding concerns appropriately and effectively.</li> </ul>
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