

COMPARATIVE ANALYSIS OF SAFE SPORT STRATEGIES, KEY DIMENSIONS AND ACTION PLANS

This document has been funded by the European Union. Views and opinions expressed are however those of the authors only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

TABLE OF CONTENTS

INTRODUCTION	3
1. STRATEGIES AND POLICY FRAMEWORKS	3
1.1 INTERNATIONAL UMBRELLA ORGANISATIONS	3
1.2 COMPARATIVE ANALYSIS.....	8
1.3 INTERNATIONAL FEDERATIONS.....	9
1.4. COMPARATIVE ANALYSIS.....	12
1.5 NATIONAL SPORT ORGANISATIONS	13
1.6 COMPARATIVE ANALYSIS.....	16
2. KEY DIMENSIONS.....	18
2.1. COMPARATIVE ANALYSIS.....	19
3. ACTION PLANS – COMPARATIVE ANALYSIS	20
CONCLUSIONS	25
ANNEX 1 PRACTICES.....	26

INTRODUCTION

This deliverable is divided into three sections: (1) Strategies and policy frameworks, (2) Key dimensions and (3) Action plans/practices. The first section will delve into strategy and policy framework. Bearing in mind that policy framework refers to a set of guidelines, rules, and procedures that are established to guide decision-making and actions within an organisation or government. In this case, it defines the scope and the responsibilities of individuals or groups involved in the policy-making process. The second section is devoted to thoroughly looking into the key dimensions that constitute the first movement towards effectively developing and implementing safeguarding policies in sport environment. The last section gathers practices from different sports organisations to single out the most robust ones.

1. STRATEGIES AND POLICY FRAMEWORKS

In this first section, strategies and policy frameworks for safeguarding young and vulnerable people in sport are firstly analysed and secondly compared by different international sport organisations, such as International Olympic Committee (IOC), World Athletics (WA), Fédération Internationale de Football Association (FIFA), Union of European Football Associations (UEFA) and Fédération Internationale de Gymnastique (FIG), a non-sport organisation (EU/Council of Europe), national sport organisations from UK, Germany and Ireland and one national non-sport organisation pioneer in safeguarding in sport, the National Society for the Prevention of Cruelty to Children/Child Protection Sport Unit (NSPCC/CPSU).

The identification of such organisations has been based on the criteria that these are very active in promoting knowledge and policy development on safeguarding vulnerable people, mainly children, in sport. As for the international umbrella organisations, the present document will focus on strategies and policy frameworks development and adopted by the CoE, IOC and Safe Sport International (SSI).

1.1 INTERNATIONAL UMBRELLA ORGANISATIONS

The strategy and policy framework for safeguarding children in sport elaborated by the EU/CoE, SSI (as international non-sport organisations), and the IOC (as international sport organisation) include structured approaches and methodologies used to outline their objectives and action plans. Overall, these serve as route guiding decision-making processes and for resources distribution. Such strategies of approach share the ultimate goal of successfully making sport a safer environment for young and vulnerable people.

It is been since 2007, when the first IOC consensus statement on sexual harassment and abuse to athletes in sport was announced and when the Council of Europe Convention on the protection of children against sexual exploitation and sexual abuse took place in Lanzarote, that the knowledge in

violence against children in sport recognises that it happens far too often, in all countries, in a variety of sport disciplines and from grassroots to the elite sport. Without a doubt, most of the early relevant advances in this area happened due to the groundbreaking studies of Celia Brackenridge at the end of last century, which culminated with her striking publication in 2001¹.

EU/CoE Strategy and Policy Framework

The European Union (EU), jointly with the CoE, has carried out three projects to tackle sexual harassment and abuse against children in Europe. Firstly, the *Pro Safe Sport* (PSS - 2014-2015) project, launched with the aim of promoting a safe and healthy environment for child athletes. It made the problem of violence against children in sport more visible with the development of important actions such as an online resource toolkit on sexual violence against children in sport, training modules and video clips². Due to the success of PSS, the work was continued in 2017 by a new joint initiative between the CoE and the EU: the *Pro Safe Sport +* (PSS+) project, bringing together both governmental and non-governmental organisations towards sexual violence against children in sport, through awareness-raising tools and capacity-building resources³. The third project, followed Pro Safe Sport+, and was renamed and launched in 2018 under *Start to Talk* initiative⁴, which consisted into three main actions: a) launching campaigns at the national level involving well-known athletes, coaches, clubs and federations, who act as “silence breakers, while drawing attention to the problem of sexual abuse of children in sports.”, b) developing and improving safeguarding and protection frameworks, and c) developing steps to systematize the training of key stakeholders.

After the experience and the awakening knowledge achieved throughout the implementation of the referred projects, EU and CoE funded an ambitious project called *Child Safeguarding in Sport* (CSiS) – 2020/2022. In this project, any form of violence against children was added to sexual harassment and abuse, by including psychological, physical abuse and negligence against children in sport environment as a priority.

Due to the fact that CoE can only guide and commit European countries to develop and implement safeguarding policies, CoE strategy for safeguarding children in sport aims to encourage, facilitate, and support with resources, any European member state that requests to participate in developing and implementing policies and procedures to safeguard children at any sport level. For this reason, the CoE is adamant about developing comprehensive and effective child safeguarding policies by setting up positions of Child Safeguarding Officers (CSOs) in sport.

¹ Brackenridge C. H. (2001). *Spoilsports: Understanding and preventing sexual exploitation in sport*. Routledge.

² <https://pjp-eu.coe.int/en/web/pss/activities-pss-plus>

³ <https://pjp-eu.coe.int/en/web/pss/training-kit>

⁴ <https://www.coe.int/en/web/human-rights-channel/stop-child-sexual-abuse-in-sport>

Moreover, the CSiS project is part of a more long-term ambitious programme which its fundamental aim is to establish a solid base in all European member states to develop and implement effective national child safeguarding in sport policies. Six countries participated in creating country-specific roadmaps for national safeguarding policies in sport (Austria, Belgium, Croatia, Israel, Norway, and Portugal), following CoE's methodology built on the belief that offering deep knowledge and skills to tackle violence (harm and abuse) against children in sport, to the main actors involved in this context, is the way to go forward. As much as the sport universe needs to overcome taboos and fears to tackle cases of any violence against children in sport environment, national and international organisations need to provide comprehension and technical information on how to prevent, detect and respond to cases of violence against children.

In this view, the CoE have identified three major objectives to implement such strategy:

1. Providing partner countries with tailor-made roadmaps for (more) effective policies on child safeguarding in sport.

These tailor-made roadmaps were built according to five building blocks:

- a. Elaborating a national policy framework for safeguarding children in sport.
 - b. Partnerships between all the administrations and organisations at national and local level which can have a role in preventing children from being harmed and abused in sport. One of the main required commitments to achieve this was the need for a strong collaboration between all the national organisations in each country involved in pursuing children's well-being besides sport, e.g., justice, police, education, health, etc.
 - c. System and structure for responding to concerns about children and young people.
 - d. Advice and support.
 - e. Education and training framework. This bloc is important for the following two main components of this strategy: setting up positions of Child Safeguarding Officers (CSOs), which will become the human resources necessary to keep adapting and implementing a national policy framework and responding to concerns regarding the young and vulnerable people in sport.
2. Developing the competencies and skills of those with a role to play in implementing the roadmaps and setting up CSO roles through the organisation of action-oriented training sessions, mainly web seminars⁵, to successfully manage the implementation of the national policy framework at all levels. To this end, a European network of Child Safeguarding Officers has started with a twofold task: firstly, preventing all forms of violence and abuse, and secondly, responding to concerns in sports settings.
 3. Equipping those who can play a key role in ensuring a safer sport environment for all children (CSO, decision-makers, coaches, sport leaders, trainers, etc.) with resources and examples of

⁵ <https://pjp-eu.coe.int/en/web/pss/webinars>

good practice. In this view, an Online Resource Centre for Child Safeguarding in Sport has been established to ensure children's safety in sports.⁶

IOC Strategy and Policy Framework

In 2017, the IOC launched a comprehensive toolkit for International Federations and National Olympic Committees on *Safeguarding athletes from harassment and abuse in sport*. This toolkit, inspired by two consensus statements, one in 2007⁷ and another in 2016⁸, aims to creating and implementing athlete-safeguarding policies and procedures, at a cascade level from the referred sport organisations.

The IOC strategy for safeguarding in sport comprises 3 different areas of approach, notably development of policies and procedures, prevention mechanisms and reporting management. When developing a safeguarding policy, it is important to consider to whom the policy will apply, if there is a specific target group, when and how will the policy be enforced (properly addressed in its terms and conditions) and what type of behaviours should be defined as harassment and abuse.

Furthermore, the IOC divides policy development and procedures into two categories: policies for a specific organisation, such as FIFA, and policies for major sports events, for instance the FIFA U-17 World Cup:

- Developing an organisational athlete-safeguarding policy refers to a policy that is in place throughout the year. It may be intended to safeguard all athletes linked to an organisation, whether directly or indirectly. Such should also assist organisations in effectively receiving and managing reports of harassment and abuse that fall within the scope of the policy.
- Developing a competition-specific (sport event) safeguarding policy which applies during any sports competitions sanctioned by an organisation.

The present report will mainly focus on the first category (developing an organisational athlete-safeguarding policy), which is stated as a comprehensive set of guidelines, protocols, and procedures designed to protect athletes' well-being, safety, and rights within a sport organisation. Such policy aims to outline the organisation's commitment to creating a safe and supportive environment for athletes to train, compete, and thrive. It must cover various aspects of athlete welfare, including protection from abuse, harassment, discrimination, and other possible forms of harm.

Later, the IOC's steps and core components related to this policy will be analysed and compared with the 5 building blocks of the EU/CoE and SSI programmes described above.

⁶ <https://pjp-eu.coe.int/en/web/pss/resource-centre>

⁷ <https://stillmed.olympic.org/media/Document%20Library/OlympicOrg/News/20070802-IOC-adopts-Consensus-Statement-on-sexual-harassment-and-abuse-in-sport/EN-Sexual-Harassment-Abuse-In-Sport-report-1125.pdf>

⁸ https://stillmed.olympics.com/media/Documents/Athletes/Medical-Scientific/Consensus-Statements/2016_harassment-abuse-non-accidental-violence-sport.pdf

SSI Strategy and Policy Framework

Safe Sport International (SSI) is an international organisation which does not have affiliated sport members nor has a direct input on sport administration state or other state administrations. However, it is composed of a global network of experts. SSI's impact on safeguarding in sport is mainly through providing expert advice and consultation to national and international sports organisations when developing and implementing policies, when offering educational materials for all stakeholders involved in sport (coaches, health personnel, directors, etc.) and when developing and providing specific training modules to CSOs. Safe Sport International also facilitates collaboration and networking regarding research, learning and identifying good practices. It is committed to ending all forms of inter-personal violence, abuse, and harassment in sport environment globally. Its approach is engrained in three aspects: guided by athletes' voices, informed by research, and inclusive and collaborative.

Arguably, SSI's main contribution is the 8 International Safeguards⁹ crafted in 2014, in which most of the safeguarding practices in sport relates to them in one way or another. In the next section, the 8 International Standards are analysed and compared to EU/CoE key dimensions addressed in the CSiS project.

SSI has called its current Strategic Plan *Everyone, everywhere, safe in sport*¹⁰. It is embedded in 3 building blocks:

1. Driving international standards in safe sport that provide clear safeguarding guidelines at all levels of participation;
2. Facilitating global networks in safe sport and opportunities for sharing experiences, learning and research; and
3. Developing skilled and supporting people in safeguarding through education and consultancy.

⁹ <https://safeinsport.org/wp-content/uploads/2021/11/International-Safeguards-for-Children-in-Sport-English.pdf>

¹⁰ <https://safesportinternational.com/wp-content/uploads/2024/01/Safe-Sport-International-Strategic-Plan-2024-26.pdf>

1.2 COMPARATIVE ANALYSIS

Table 1. Comparative chart on strategies and policy frameworks – EU/CoE, IOC and SSI

UE AND COE STRATEGY	IOC STRATEGY	SSI STRATEGY (STRATEGIC PLAN 2024-2026)
1. Tailor-made roadmaps for effective child safeguarding in sport policies	1. Development of policies and procedures	1. Driving international standards in safe sport that provide clear safeguarding guidelines at all levels of participation
2. Setting up CSO roles through organizing a series of training	2. Prevention mechanisms	2. Facilitating networks to share learning, research, and practice
3. Equipping those who can play a role in ensuring a safer sport environment for all children with resources and examples of good practice	3. Management of reports of harassment and abuse	3. Supporting organisations to develop skilled supported people in safeguarding

IOC's strategy worked on its toolkit *Safeguarding athletes from harassment and abuse in sport* is designed specifically for International Federations (IFs) and National Olympic Committees (NOCs). However, it can also be used in conjunction with the tailor-made road maps created by the UE/CoE-CSIS project, which are designed for all national administrations involved in safeguarding children in sport. This means that such methodology can be useful to a wider range of organisations beyond sport community. For instance, it can be addressed in collaboration with national sport ministries, NOCs, and other organisations such as those responsible for education, justice, child protection, healthcare, etc.

IOC plays a key-role in leading the initiative, by emphasising the importance for the IFs and NOCs to develop and implement their policy in safeguarding children and vulnerable people in sport. The referred toolkit is considered to be a valuable aid for this objective and very solid and detailed with all the necessary elements. However, it is not clear how to assist IFs and NOCs all the way through in elaborating and implementing their safeguarding policies and procedures. Although the IOC toolkit offers support through seminars and training activities, it does not provide continuous assistance throughout all three phases of implementation. Whereas in the CSIS project (EU/CoE), one of the methodological principles is to follow-up and provide necessary resources to the countries in order to support their development of specific national roadmap, in agreement with national legislation and regulation regarding safeguarding children from harm and abuse.

Finally, table 1 demonstrates that the first SSI organisational strategic plan focuses on fostering international safeguards as main driving force to reach safeguarding, whereas the UE/CoE strategy's second and third items are centred in organising educational programmes targeting all the adults in frequent contact with young and vulnerable sport participants, in particular the CSOs identified as key personnel. Such is addressed in SSI third item, and also implicit in the second and third items of the IOC toolkit.

1.3 INTERNATIONAL FEDERATIONS

FIFA and UEFA Strategies and Policy Frameworks

The strategy and policy framework for safeguarding children in football developed by FIFA and UEFA are now analysed. FIFA envisions promoting the game of football, protecting its integrity, and bringing the game to all children. The international organisation is committed to the standards that are demanded of a global sport governing body, through the implementation of effective measures to ensure that football is played in a safe, positive, and encouraging atmosphere for all children. A good practical example is the safeguarding toolkit called *Up To Us* for member associations (MAs) which includes the FIFA Guardians concept. Meanwhile, UEFA also launched its own toolkit for its European MAs. The content of both toolkits are similar, and the main goal for both international sport organisations is that football provides a safe environment for all children and vulnerable participants across the globe. A strong message to its 211 MAs from FIFA: no form of abuse is justifiable in football as there is a common obligation to install robust safeguarding measures to prevent it. A message that, in our opinion, the UEFA must abide by.

FIFA's strategy is based on five principles and five steps to ensure the safety and well-being of everyone participating in football. These five principles are based on the United Nations Convention on the Rights of the Child (UNCRC), and the five steps follow the International Safeguards for Children in Sport, described above. On the other hand, UEFA incorporates the Charter of Fundamental Rights of the European Union on its toolkit, as an inspirational source, and its main strategy approaches four pillars, notably: keeping football first, trust, competitiveness, and prosperity.

FIFA's five principles:

1. Every action relating to children in football must consider their best interests as a primary consideration. This includes decisions, conduct, training, services, programmes, etc.
2. Children's rights will be respected and promoted throughout the game of football.
3. The principles will be applied to all children without any reason for discrimination on account of race, ethnicity, gender, disability, language, religion, sexual orientation, political opinion, or any other opinion, etc.
4. Safeguarding children is everyone's responsibility. When children are in our care, we have a duty to safeguard them.

5. Specific roles and responsibilities must be defined within MAs, and a set of procedures must be stated in line with national legislation and the child's best interest as the primary concern.

Furthermore, the FIFA's safeguarding toolkit details five phases to implement the abovementioned framework. It also assists MAs in situating their position regarding safeguarding children and offers specific training to set up safeguards as a priority, by asking questions and recommendations. Besides, this toolkit recommends checking every MA's specific country's law on sexual and physical abuse, as well as for punishment of children. Such guidelines demonstrate a comprehensive approach that prioritizes well-being and protection of young football athletes, containing numerous resources from more advanced MAs towards other MAs in order to adopt each of the main steps. It also provides the community with extensive valuable tips on what makes a good practice while applying these 5 steps.

Above all, it contains very useful appendixes that supports MAs in developing further safeguarding lines of action. Lastly, FIFA also offers FIFA safeguarding in football courses to implement the following 5 steps:

1. How are children involved in football and safeguards already exist in your organisation?
2. Set out and define your safeguarding policy. A child safeguarding policy provides MAs with a formal approach to managing the duty of care.
3. Develop procedures and guidelines to implement the policy in 3 essential areas:
 - How will your organisation respond to concerns about a child?
 - Selecting, appointing, and training people who work with children and young people.
 - Guidelines for identifying, preventing, or minimising risk to children involved in football.
4. Communication and education to ensure understanding of safeguarding measures and principles.
5. Monitor, evaluate and review policies, procedures, and guidelines.

In line with the above, however on a more practical approach, the child safeguarding toolkit developed by UEFA to MAs provides a set of templates to facilitate the elaboration and development of Child Safeguarding measures. The first one involves policy for national associations, and further key dimensions collected by the EU and the CoE CSiS's project are developed, which will be revised in the next section of this document. The UEFA's toolkit also comprises education and training, reporting concerns and case management, and, finally, measuring the success or not in the field of safeguarding.

WA Strategy and Policy Framework

The safeguarding policy from World of Athletics (WA) is inspired by the IOC's toolkit and aligned with the WA's Integrity Code and the International Safeguards for Children in Sport. It outlines all the main elements in a policy framework, notably scope, objectives, and guiding principles, and facilitates the implementation by raising awareness of the subject across the sport of athletics, through education and

capacity building. WA's policy emphasises the necessary mutual cooperation, partnership, solidarity and networking among the various stakeholders (this topic will be developed at length in deliverable 2.2).

An interesting characteristic of WA's safeguarding strategy is their policies and materials are customized to WA's Member Federations (MFs) different approaches regarding the development of their safeguarding strategy:

- MFs with no safeguarding policy in place (starter pack), and
- MFs keen to develop their safeguarding strategy (a guide to safeguarding).

WA has 214 MFs affiliated and is one of the largest continental sport organisations. Lately, it has carried out three studies to assess online abuse towards athletes on the *X* and *Instagram* social media platforms.

FIG Strategy and Policy Framework

Fédération Internationale de Gymnastique (FIG) has 162 national MFs affiliated, and its safeguarding strategy and policy framework embraces most of the main elements issued by the IOC toolkit, e.g., the definitions of non-accidental violence, harms and abuse, the purpose and scope, the roles, and responsibilities, etc. However, gymnastics sport suffered highly reputational damages following the disclosure of several cases of sexual, physical, psychological abuse and negligence against under 18 female gymnasts, with the case of the Gymnastics USA NOC's doctor Larry Nassar being the most mediatic of all times in this matter.

However, FIG has been very proactive and besides having a policy for safeguarding and protecting participants in gymnastics, it has also established, an independent Gymnastics Ethics Foundation (GEF) in 2019, which has as a mission "to protect, enforce, evolve and respect the highest standards of ethics, integrity and compliance in gymnastics with transparency and accountability"¹¹. The ethos of this Foundation is to reach where gymnastics organisations cannot or do not have the capacity to reach. It operates in a completely independent manner from the international organisation and is sustained by three core areas: safeguarding, disciplinary, and compliance. The current five strategic priorities (2023-2028) are:

- Launch protective and pre-emptive initiatives to prevent harm;
- Strengthen capacity and capability to manage complaint mechanisms, adjudication and disciplinary systems;
- Enhance capability to provide governance support and capacity development services through compliance and risk management;
- Enhance the capability of actors to grow by providing support and compliance services; and

¹¹ <https://www.gymnasticsethicsfoundation.org/>

- Whenever possible, contribute to human rights, health and well-being, and sustainable development initiatives.

The following two International Federations, WA and FIG, have been selected to be analysed in view of the present deliverable since both introduce elements/actions that the research team considers unusual. Firstly, to carry out studies on harm and abuse fields which has only as sample junior participants in its sport, and secondly, to establish an independent ethical foundation for only one sport.

To date, different organisations have developed and implemented a variety of Safe Sport initiatives, however often covering more than one sport. It's rare to find an ethics foundation dedicated to addressing and managing cases of violence and harm against young and vulnerable people that is specific to a single sport.

1.4. COMPARATIVE ANALYSIS

In view of the below, tables 2 and 3 demonstrate that international sport organisations (UEFA and IFs) follow both strategies and policy frameworks from EU/CoE and IOC.

Table 2. Comparative chart on strategies and policy frameworks – IOC vs FIFA, UEFA, WA and FIG

IOC	FIFA	UEFA	WA	FIG
Development of policies	✓	✓	✓	✓
Prevention mechanism	✓	✓	✓	✓
Management of reports	✓	✓	✓	✓

Table 3. Comparison chart on strategies and policy frameworks – EU/EOC vs FIFA, UEFA, WA and FIG

EU AND COE	FIFA	UEFA	WA	FIG
Tailor-made roadmaps for effective child safeguarding in sport policies	✓	✓	✓	✓
Setting up CSO roles through organizing a series of training	✓	✓	✓	✓
Equipping those who can play a role in ensuring a safer sport environment for all children with resources and examples of good practice	✓	✓	✓	✓

1.5 NATIONAL SPORT ORGANISATIONS

Sport Ireland: Safeguarding Guidance for Children & Young People in Sport

Sport Ireland guiding principles¹² are grounded on the national policies and laws outlined in ROI Children First: National Guidance for the Protection and Welfare of Children 2017, as well as in The Children First Act 2015. In Northern Ireland, similar principles are derived from the Children (NI) Order and Cooperating to Safeguard Children and Young People 2017. The referred guiding document supports all national governing bodies and smaller sport organisations such as clubs and associations in approaching child safeguarding. It promotes a safety-focused culture, prioritising children's well-being in sport while addressing daily challenges.

According to the above, the three main actions to create a culture of safety are:

1. Carry out a **risk assessment** of harm and produce a **Child Safeguarding Statement**:

Analysing every service aspect with a safeguarding perspective is crucial to promptly address potential risks to children. This involves establishing policies, assessing precautions, and examining key areas like club practices and facility safety. Additionally, sport organisations are expected to develop a Child Safeguarding Statement outlining safety principles for children.

¹² Sport Ireland Ethics. (2019). *Safeguarding Guidance for Children & Young People in Sport*.

2. Produce, implement, and review an organisational **Child Safeguarding Policy** which outlines procedures and practice:

Such policies and procedures outline the responsibilities of individuals within the organisation, including safe recruitment practices and steps for identifying and reporting child welfare concerns. Additionally, procedures are in place to address allegations against organisation members. To maintain high standards of child protection in sport, participation in Sport Ireland Safeguarding workshops, including Safeguarding 1, 2, and 3¹³, is essential.

3. Produce, implement, and review organisational **Codes of Conduct/Practice guidelines** when working with children and young people:

Codes of conduct set behaviour standards, shaping club culture, and aiding in managing conduct-related issues. This should be applied universally to administrators, coaches, officials, athletes, and parents. A comprehensive plan ensures the full implementation of organisational policies and procedures.

German Sport Youth: Against sexualised violence in sport – a commented guideline for safeguarding children and young people in sport.

German Sport Youth guidelines, a comprehensive document developed by the Deutsche Sportjugend, aimed at providing practical guidance and recommendations for safeguarding children and young people from sexual violence within the context of sport.

- *Against sexualised violence in sport – a commented guideline for safeguarding children and youth in sports clubs* is the title of a 40-page booklet, targeting coaches, staff members and administrators in sport clubs the following objectives: To raise awareness among those responsible for young individuals in sport regarding the challenges associated with safeguarding;
- To foster a culture of awareness towards sexual violence within sport clubs;
- To establish uniform standards for preventing sexual violence in sport clubs; and
- To provide guidance for professional intervention in cases of sexual violence within sport clubs.

Here's an overview of the document's structure:

1. **Introduction and Background:** This section introduces the issue of sexualized violence in sport, including statistics, common forms of abuse, and the importance of safeguarding measures.

¹³ <https://www.sportireland.ie/ethics/safeguarding-training>

2. **Guideline for prevention:** Outlining five steps for preventing sexualised violence in sport clubs:
 - Break the silence surrounding sexual violence in sport;
 - Enhance awareness and skills;
 - Promote transparency;
 - Empower both girls and boys; and
 - Screen staff members.
3. **Guideline for intervention:** The chapter highlights potential conflicts in sexual violence cases and provides guidance on handling complaints and suspicions, suggesting to:
 - Thoroughly investigate complaints and suspicions
 - Collaborate with external experts;
 - Prioritize the well-being of young individuals;
 - Support staff members responsibly; and
 - Communicate clearly and objectively.
4. **Working aids:** The final section offers a selection of useful resources, such as a concise checklist outlining key guidelines, a code of ethics suitable for adoption by the club, a template for managing criminal record checks, and a list of references.

Child Protection in Sport Unit (CPSU): Standards for safeguarding and protecting children in sport

The CPSU standards, introduced in 2002, were designed to ensure the safety and protection of children and young individuals in sport, drawing from contemporary best practices, laws, and guidance. Sport organisations across the UK have received backing from reputable governing bodies such as the NSPCC, Sport England, and UK Sport and meeting these standards is now compulsory for national federations in order to secure and retain government funding. In 2018 update the document was updated in line with changes in legislation, government guidance and vision for safeguarding practices in sport. It also includes adaptations in light of assessment and application of these standards by a significant number of sport governing bodies and county sport partnerships.

The purpose of CPSU standards are¹⁴:

- To help create a safe sporting environment for children and young people and protect them from harm.
- To provide a benchmark to assist those involved in sport to make informed decisions.
- To promote good practice and challenge practices that are harmful to children.

¹⁴ Child Protection in Sport Unit. (2018). *Standards for safeguarding and protecting children in sport*.

The 10 suggested standards are:

1. Policy and procedures for responding to concerns: Any organisation should have a child protection policy.
2. Operating systems: It is crucial to guarantee the practical implementation of policies and procedures. They define roles and responsibilities and support aid organisations in adhering to and applying legislation and guidance effectively.
3. Prevention: Efforts to prevent abuse among children and young people are essential. This involves implementing recruitment safeguards and carefully organising events and transportation, as well as regulating photography and mobile phone usage.
4. Codes of ethics and conduct: This is where the organisation articulates its core values and principles, establishing a standard of conduct that defines what is considered acceptable for everyone involved.
5. Equity: Efforts should be taken to address the protection needs of all children and young individuals from abuse. Organisations must actively work to eliminate discrimination and ensure the inclusion of all children and young people in their safeguarding efforts.
6. Communication: The effectiveness of all policies and procedures hinges on ensuring that everyone within the organisation is knowledgeable about them. Therefore, there must be methods in place for informing and consulting with children regarding safeguarding measures.
7. Education and training: Everyone who interacts with children must acquire and sustain the essential knowledge, skills, and comprehension required to fulfil their role in safeguarding.
8. Access to advice and support: Organisations must ensure that advice and support are in place to help who need it.
9. Implementation and monitoring: Policies and procedures must be implemented, and they have to be monitored to ensure their effectiveness.
10. Influencing: Promote and encourage the adoption and implementation of safeguarding measures.

1.6 COMPARATIVE ANALYSIS

The national sport organisations (NSO) selected for the present mapping report represent the countries of Germany, Ireland, and the United Kingdom. It should be therefore noted that, while the German Sport Youth and Sport Ireland are indeed national sport organisations, the Child Protection in Sport Unit (CPSU) is a specific unit from the NSPCC (National Society for the Prevention of Cruelty to Children) and works collaboratively with a range of sport organisations, such as Sport England, Sport Northern Ireland, Sport Wales, UK Sport, Football Associations, and government agencies in the UK, to promote best practices

in child protection within the sport sector. As indicated in the analysis of CoE’s strategy, the CSIS project presented spans from 2020 to 2022, highlighting that the policies published by the selected NSOs are prior to these dates. The oldest, which only refers to sexual violence, is the German one. Although the CPSU published its first version of the safeguarding standards in 2002, the document was revised in 2018, and it is Sport Ireland that has the most recent publication, from 2019. However, even though the CoE presents its policy framework later, it is possible to acknowledge many similarities in the structure and content of these in comparison to the NSOs approach.

According to the data demonstrated below (Table 4), the EU/CoE strategy outlines key points, which are primarily organised into six key sections: a) elaborate a national policy framework; b) set partnerships between administrations and organisations; c) have a system and structure for responding to concerns; d) have advice and support; e) education and training plans, and f) train (child) safeguarding officers (CSO).

Although all the reviewed policies nearly coincide in the mentioned six key sections, it is worth noting some differences, such as the fact that the German strategy does not refer to the role of the CSO, nor does the one from the United Kingdom. However, the CPSU provides specific documents, guidelines, resources and , as well as specific educational programmes for CSOs.

Table 4. Comparative chart on strategies and policy frameworks – EU/EOC vs NSOs.

COUNCIL OF EUROPE	SPORT IRELAND	GERMAN SPORT YOUTH	CPSU
Elaborating a national policy framework	✓	✓	✓
Partnership between the administrations and organisations	✓	✓	✓
System and structure for responding to concerns	✓	✓	✓
Advise and support	✓	✓	✓
Education and training	✓	✓	✓
CSO	✓	x	✓

One relevant aspect that is identified in the policies of the 3 identified NSOs and not referenced in the EU/CoE policy is the need for monitoring and review, although the level of detail varies. While the CPSU provides a sample document on how to monitor policies, Sport Ireland indicates that such should be the responsibility of the designated liaison person/CSO, and German Sports Youth only mentions it, but does not provide clarification on how to develop it. In this regard, therefore, although implementation is fairly well defined and the different phases can be identified, the monitoring, review, and evaluation aspects remains unclear.

2. KEY DIMENSIONS

Following the strategies and policy frameworks previously described, the present section will compare key dimensions used by SSI and EU/CoE in the field of child safeguarding in sport.

The first set of key dimensions results from the International Safeguards for Children in Sport^[OBJ], fully adopted by SSI and CSiS programme developed by EU/CoE^{15[OBJ]}. Common lines are found here since both approaches follow the eight Safeguards. While these International safeguards have inspired several sport organisations as noted above, the EU/CoE approach to the topic was clearly adopted in the national strategies and framework policies from different European countries.

The following table demonstrates such essential dimensions are quite similar even though some details need to be commented¹⁶.

¹⁵ Rhind, D. J. A., Kay, T., Hills, L., & Owusu-Sekyere, F. (2017). Building a System to Safeguard Children in Sport: The Eight CHILDREN Pillars. *Journal of Sport and Social Issues*, 41(2), 151-171. <https://doi.org/10.1177/0193723517696966>

¹⁶ <https://pjp-eu.coe.int/en/web/pss/resource-centre>

2.1. COMPARATIVE ANALYSIS

Table 5. Comparative chart on key dimensions – SSI vs EU/CoE

8 INTERNATIONAL SAFEGUARDS - SSI	8 KEY DIMENSION - COE
1. Developing your policy	1. Strategy and policy frameworks.
2. Procedures for responding to safeguarding concerns	2. Educational programmes and materials
3. Advice and support	3. Awareness-raising initiatives
4. Minimising risks to children	4. Codes of conduct and codes of ethics
5. Guidelines for behaviour	5. Risk minimisation measures
6. Recruiting, training and communicating	6. Support systems and case management
7. Working with partners	7. Studies, research and reports
8. Monitoring and evaluating	8. Systems of child safeguarding officer roles

Both key dimensions agree that policy is the starting point, however the order of topics and terms used can vary. For instance, both approaches coincide in a dimension and safeguard to work in risk minimization, as well as, in guidelines for behaviors that are collected in codes of conduct and ethics. Procedures for responding to safeguarding concerns and advice and support could be associated with support systems and case management. There are also some differences; for example, the EU/CoE key dimensions applied in educational materials and raising awareness resources do not appear as such in the International Safeguards; there is recruiting, training and communicating. The biggest difference is the last two in both items. Whilst SSI expresses the need to monitor and evaluate policies and any element which conforms to child safeguarding in sport, in the EU/CoE key dimensions, the issue is broader by including studies, research and reports. Lastly, the biggest difference is while SSI emphasizes the need to explicitly incorporate working with partners as one of the Safeguards, this is implicitly in the EU/CoE first key dimension when includes strategy and policy frameworks, on the other hand, the EU/CoE key dimensions explicitly advocates for specific systems to structure child safeguarding roles as an

effort to build tangible capacity in preventing, raise concerns and manage cases of harm, harassment and abuse in sport against young and vulnerable people.

For this purpose, it might be relevant to outline that EU/CoE CSiS's project has incorporated a European network of Child Safeguarding Officers to provide them with a platform for peer learning, sharing ideas and resources, as well as for discussing issues. CSOs are often considered the key players in the development and implementation of effective child safeguarding policies and strategies. In the same vein, the IOC in order to strengthen the dimension of training and educational programmes carries out an eight-month course which seeks to establish an international network of highly skilled and certified Safeguarding Officers in sport across the Olympic Movement.

3. ACTION PLANS – COMPARATIVE ANALYSIS

This section aims to showcase the practices implemented by various sports organisations to strengthen safe sports for young and vulnerable individuals, emphasizing the importance of actions over words. The practices reviewed are organised according to the key dimensions developed by the EU and CoE in their SSiC's project (see annexes for detailed information of each practice).

Table 6. Summary of Umbrella organisations practices

KEY DIMENSIONS	EU AND COE	IOC	SSI
Educational programmes and materials	Pro Safe Sport+ Training kit	IOC International Safeguarding Officer in Sport	New international Policy and Practice in Safe sport Course
Awareness-raising initiatives	Start to talk	Sexual Harassment and Abuse in Sport -Video Series	Not found one specifically
Codes of conduct and codes of ethics	As one key dimension issued by a EU and CoE's project	IOC's code of ethics	As a part of International Safeguards: Guidelines for behaviour
Risk minimisation measures	Adapting CPSU safe recruitment check list	Adapting CPSU safe recruitment check list	Adapting CPSU safe recruitment check list
Support systems and case management	Not found	IOC's Integrity and Compliance Hotline	No found as part of the organisation
Studies, research and reports	Funding research projects like VOICES and CASES	Not found	Not found as part of the organisation
Systems of child safeguarding officer roles	Defined in SSiC's project	Defined in IOC International Safeguarding Officer in Sport	Not found as part of the organisation

Table 7. Summary of IF's practices

KEY DIMENSIONS	FIFA	UEFA	WA	FIG
Educational programmes and materials	FIFA Guardians Safeguarding in Sport Diploma	UEFA Online Course for Child Safeguarding Focal Points	World Athletics Safeguarding Essentials training course	Safeguarding online course mandate for FIG-registered coaches
Awareness-raising initiatives	Safeguarding at FIFA Beach Soccer World Cup UAE 2024 Dubai	UEFA awareness raising materials on child and youth protection	Part of the safeguarding policy. Part of the empirical studies	The 10 golden rules of gymnastics
Codes of conduct and codes of ethics	FIFA Code of Ethics (edition 2023)	European Football Code of conduct on integrity	WA Integrity Code of Conduct	FIG Code of Ethics FIG Code of Conduct
Risk minimisation measures	Adapting CPSU safe recruitment check list	Adapting CPSU safe recruitment check list	Adapting CPSU safe recruitment check list	Adapting CPSU safe recruitment check list
Support systems and case management	FIFA Reporting Concerns	Not found. Anti-match-fixing only	Stand all, Speak Up	Reporting to the Gymnastics Ethics Foundation
Studies, research and reports	Not found	Not found	Three studies on online abuse.	Not found
Systems of child safeguarding officer roles	Defined in FIFA Guardians Diploma	Defined in UEFA Online Course for Child Safeguarding Focal Points	Not found	Not found

Table 8. Summary of NSOs' practices

KEY DIMENSIONS	CPSU	GERMAN SPORT YOUTH	SPORT IRELAND
Educational programmes and materials	Child protection in sport and physical activity training	Workshopkonzept: Gegen sexualisierte Gewalt im Sport. (Workshop Concept: Addressing Sexualized Violence in Sports)	Safeguarding training guidance for sport organisations
Awareness-raising initiatives	How can sport safeguard children? (Video)	Not found	Safeguarding Campaign: National Children First Awareness Week
Codes of conduct and codes of ethics	Code of conduct for staff and volunteers Sport England: A code for Sports Governance	Ehrenkodex (Code of honor)	Governance Code for Sport. Ethics – Codes of conduct
Risk minimisation measures	Safer recruitment in sport (Checklist)	Not found	Not found
Support systems and case management	Case management model	Defined at German Sport Youth: Against sexualised violence in sport – a commented guideline for safeguarding children and young people in sport	Defined at Safeguarding Guidance for Children & Young People in Sport
Studies, research and reports	Partner of CASES	Partner of CASES	Not found
Systems of child safeguarding officer roles	Safeguarding Lead Officer	Step by Step Model	Defined at Safeguarding Guidance for Children & Young People in Sport

Educational programmes and materials

Various umbrella organisations and international federations (IFs) provide training courses on safeguarding in sports. The length of these courses varies between organisations. For instance, the IOC and FIFA have the longest programs, with FIFA's program lasting two years and the IOC's lasting seven months. On the other hand, other organisations offer shorter programs, ranging from one to three hours. Consequently, the depth of the courses also varies tremendously. Most of the organisations count with a (Child) Safeguarding Officer (SO) course except the CoE, which has a toolkit based on preventing and acting in the case of SV. In the case of the FIG their courses are directed to coaches and staff, but not explicitly to provide skills and knowledge to SO. The rest of the organisations already have specific courses on specialised SO in sports organisations. Interestingly, the FIG safeguarding course is mandatory for all registered coaches. The rest of the courses are not mandatory but highly recommended.

Regarding the educational materials proposed by the national organisations Sport Ireland, German Sport Youth, and CPSU, it should be noted that the durations are relatively short, requiring only a few hours to complete the courses. Another factor to consider is the voluntary nature of participation in the courses, which could impact their effectiveness. Additionally, there is no assessment system in place, which means that the implementation of what is learned cannot be evidenced.

While the German and English training is more general, the training offered by Sport Ireland distinguishes between three different workshops focused on more specific roles. However, it should be noted that CPSU also offers other more specific training sessions.

Awareness-raising initiatives

Start to Talk was the first initiative in which different European member states participated and launched their specific Start to Talk programme. Spreading the data on the SV against children in general when still they were not scientific data in sport encouraged some state members to gather data on SV and other forms of violence against children in sport like Germany, the Nederland and Belgium. The campaign launched by FIFA at the FIFA Beach Soccer World Cup UAE 2024 Dubai is quite innovative, with the slogan “no-one is immune to abuse”, this campaign aims to spread the awareness that safeguarding is not only limited to children and women.

The UEFA campaign aims to increase awareness of the importance of safeguarding in European football, targeting individuals from young players to stakeholders and the media.

Although Sport Ireland and CPSU have some initiatives aimed at increasing awareness among the population, no similar initiatives with the same objectives from German Sport Youth have been found. While CPSU relies on initiatives more related to outreach, whether in video or podcast format, Sport Ireland organizes a campaign in collaboration with various organisations, culminating in a conference-style event.

Codes of conduct and codes of ethics

All organisations have a set of rules and guidelines that outline the expected behavior of their members. Some organisations, such as the FIG, even have a second code that defines their ethical standards. UEFA established the oldest code in 2014, while the IOC released a new version in 2024. Interestingly, the IOC and FIFA refer to their codes as the Code of Ethics, while others use different names like Code of Conduct on Integrity (UEFA) and just Code of Conduct (WA and FIG). Codes of conduct are not so much centred on harassment and abuse against young and vulnerable people. They are more worried about doping, betting, fix-match, etc.

The codes of conduct have a clear objective - to establish basic guidelines of behaviour that help distinguish between acceptable and unacceptable behaviours for the protection of children and young people in sport. It is important to note that Sport England, which directs us to CPSU materials, has its own code of conduct that is aimed at English sports organisations. All of the organisations agree that codes of conduct used independently are meaningless and that a well-structured safeguarding plan is needed behind them to ensure effectiveness. Furthermore, all organisations propose samples to guide organisations in creating their own code of conduct.

Risk minimisation measures

In this dimension, the practices found are mainly all related to safer recruitment. This dimension is very wide, and this document cannot account for all the measures put in place by the 10 organisations examined. One of the general measures carried out to minimize risk is safer recruitment. CPSU provides a checklist that guides sports organisations through this process. However, there is a need for a broader project that helps to understand how this system works, both to develop it properly and to ensure its effectiveness.

Support system and case management

All international sports organisations have a fairly secure system of reporting wrongdoings. Confidentiality and anonymity are warranties and are top priorities for these online systems. IOC's integrity and hotline includes a majority of sports during the Olympic Games except those that have their own system like FIFA. The only system that is independent of the sports organisation is the one provided by GEF (Gymnastics Ethics Foundation), which was created after a few impact mediatic cases like Larry Nassar in the States. The autonomy of cases within sports organisations is crucial as it guarantees the public that the organisation's interests are not compromised under any circumstances. Although the IOC's Athlete 365-Safe Sport program is thorough and sturdy, and the Integrity and Compliance Hotline seems highly professional and trustworthy, the fact that they rely on the IOC could potentially create conflicts of interest at any point in time.

It has been observed that the CPSU website provides specific material for case management. However, Sport Ireland and German Sport Youth have addressed this issue within their respective documents titled "Safeguarding Guidance for Children & Young People in Sport" and "German Sport Youth: Against Sexualised Violence in Sport - A Commented Guideline for Safeguarding Children and Young People in Sport". All of these documents conclude that the safety and wellbeing of the child must take priority over concerns about adults against whom an allegation may be made.

Studies, research and reports

WA is a unique sport organisation that has conducted studies on the topic of harassment abuse towards athletes. These studies are based on surveys conducted during championships, and to date, WA has carried out three such studies. Additionally, WA has partnered with CASES, a project funded by the EU and the CoE, to participate in the only international study on the prevalence of violence against children in sport and beyond. Germany and the United Kingdom are also partners in the CASES project, which focuses on child abuse statistics in sports across Europe.

The primary aim of this project was to collect evidence on the occurrence of abuse and neglect, including interpersonal violence, that children under the age of 18 face in sports across various European countries. The objective was to establish a baseline and they found out that approximately 75% of respondents reported experiencing at least one instance of interpersonal violence inside sport before they turned 18. This data is crucial for advancing research and developing safeguarding policies.

WA is the only sports organisation that has conducted empirical prevalence studies into online abuse among the ones examined. Reaching interesting results (see annex).

Systems of child safeguarding officer roles

All organisations acknowledge the crucial role that safeguarding officers play in ensuring the effective implementation of safeguarding policies. To ensure that they can efficiently carry out their duties, it is essential that the training for this role is tailored to their specific needs. The courses offered by most of the organisations examined are designed with this in mind. Furthermore, it is emphasized that establishing a robust network of safeguarding officers everywhere is critical to better coordinate policy actions.

CONCLUSIONS

After conducting a detailed assessment of the policy and strategy frameworks, key dimensions, and action plans of 10 organisations, including 3 non-sport, 5 international sport organisations, and 3 national organisations, we have come up with three main conclusions.

Firstly, it is a matter of great concern that only one sport organisation, the WA, conducts empirical studies to measure the problem of harassment and abuse against athletes. This stark reality underscores the pressing need for more research in each state/country, a responsibility that should be shouldered by umbrella organisations such as the EU, CoE, and IOC, with adequate human and material resources. For instance, national sports organisations in countries participating in the EU and CoE funding projects should be mandated to invest in research actions to determine the prevalence of violence against young and vulnerable people in sports in their territories.

Secondly, in gymnastics, the Gymnastics Ethics Foundation (GEF) is the only independent organisation that handles the disclosure, reporting, and management of harassment and abuse cases. Although it's a commendable initiative to establish independent entities outside of sports organisations to address such cases, these entities should be transparent, and their independence should be effective. It's important to question whether gymnasts believe that reporting to GEF has nothing to do with the FIG. Is GEF truly independent and free to act on all reports received, or are they classified based on the media impact they can have? To increase transparency, a list of public cases of breach of conduct should be available for everyone involved in any sports organisation, including athletes, staff, directors, volunteers, and their entourage.

Thirdly, the lack of systematic monitoring and evaluation of policy implementation and action plans poses a significant challenge to understanding their effectiveness and outcomes. Given that the implementation of these policies and action plans is often left to voluntary work, there is a dearth of reliable evidence on their efficacy in specific sports organisations. This underscores the importance of monitoring and evaluation in any strategy. However, it's important to acknowledge that implementing them effectively can be complex. Studies have shown that educational programs often lack an empirical or theoretical basis, leading to ineffective monitoring and evaluation. Therefore, one of the key recommendations for advancing safe sports is establishing independent monitoring and complaint systems and ongoing research to support the development of safe sports and procedures¹⁷. This means that creating independent monitoring and complaint mechanisms will ensure that current programmes, policies, and procedures are relevant¹⁸.

¹⁷ Gurgis JJ and Kerr GA (2021) Sport Administrators' Perspectives on Advancing Safe Sport. *Frontiers in Sports and Active Living*. Doi: 10.3389/fspor.2021.630071

¹⁸ *Ibid*

ANNEX 1 PRACTICES

EDUCATIONAL PROGRAMS AND MATERIALS

Title of the practice	Pro safe Sport+ Training kit
Country	International
Organisation(s) responsible	EU and CoE
Main topic addressed	To combat Sexual violence against children in sport
Type of resource/practice	Educational Programs and materials
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Those in positions of influence in the field of sport
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	2017
Language	English
Brief description of the practice	This training kit is part of the Pro Safe Sport+ (PSS+) project. It joins both governmental and non-governmental organisations to fight against children's sexual violence (SV) in sport.
Context and objectives	<p>This toolkit helps to prevent and react to situations of potential sexual violence in sport. This practice aims to:</p> <ul style="list-style-type: none"> • Understand what SV is and to prevent it from happening in sport. • React appropriately in case of SV. • Provide information on the existing support services. • Implement preventive measures.
Steps/activities of the practice	<p>The training kit contains a set of 6 factsheets:</p> <ul style="list-style-type: none"> - Facts and figures - Legal and regulatory frameworks - Protecting victims - Responding to concerns - Preventing SV - Educating and raising awareness
Achievements and outcomes	An awareness-raising campaign started a year after: Start to talk
Challenges and limitations	Currently, the educational toolkits are focused in all forms of harassment and abuse not only sexual violence
Follow-up ideas and future plans	
Further information / Observations	https://pjp-eu.coe.int/en/web/pss/training-kit

Title of the practice	IOC International Safeguarding Officer in Sport
Country	International
Organisation(s) responsible	IOC
Main topic addressed	Training on safeguarding – provide safe environment
Type of resource/practice	Educational Programs and materials
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Those who have been appointed or will be appointed as safeguarding officers; or work in the field of sport integrity for national or international sport organisations particularly NOCs, IFs and NFs.
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	September 2022 to still ongoing
Language	English
Brief description of the practice	This course aims to equip those involved in the safeguarding of athletes from harassment and abuse (non-accidental violence) in sport with the knowledge, skills, and confidence necessary to fulfil the role of SO/focal point.
Context and objectives	<p>The course aims to deliver skills and knowledge to participants:</p> <ul style="list-style-type: none"> • Describe the core concepts involved in safeguarding athletes in and through sport • Offer advice and support to their sports organisation in developing, adopting, implementing, and monitoring safeguarding policies. • Describe the core components of an athlete-centred approach. • Demonstrate knowledge of and competence in what is needed to ensure effective implementation of these core components. • Describe their role in implementing appropriate, athlete-centered systems for receiving and responding to all reported safeguarding concerns. • Demonstrate a sound understanding of mechanisms for monitoring and evaluating the implementation of safeguarding policies, procedures, and practices.
Steps/activities of the practice	Composed of seven learning modules 250 hours 3 exams
Resources required	
Achievements and outcomes	To establish a global community of practice, creating an international network of trained, highly skilled safeguarding officers in sport.

Challenges and limitations	
Follow-up ideas and future plans	
Further information / Observations	https://olympics.com/ioc/news/ioc-launches-the-international-safeguarding-officer-in-sport-certificate

Title of the practice	New international Policy and Practice in Safe sport Course
Country	International
Organisation(s) responsible	SSI
Main topic addressed	Safe Sport
Type of resource/practice	Educational Programs and materials
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Individuals and sports organisations working at national and international levels. All managers and leaders in Sports Bodies, Federations, Sports councils, and Funding organisations.
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Launched February 2024
Language	English
Brief description of the practice	This course helps participants to create safe sporting environments for all.
Context and objectives	The main objectives are: <ul style="list-style-type: none"> • Empower individuals and sports organisations. • Gain the insight, knowledge, and practical guidance to contribute to creating a safe environment for all
Steps/activities of the practice	This course includes four modules: <ol style="list-style-type: none"> 1.- Setting the scene; definitions, research and Athletes voices 2.- Governance and policy framework 3.- Putting safeguarding in place 4.- Support resources and next steps
Resources required	
Achievements and outcomes	
Challenges and limitations	The overall course length is 2.5-3 hours
Follow-up ideas and future plans	
Further information / Observations	https://www.safesportinternational.com/2024/02/ssi-launches-new-international-policy-and-practice-in-safe-sport-course/

Title of the practice	FIFA Guardians Safeguarding in Sport Diploma
Country	International
Organisation(s) responsible	FIFA
Main topic addressed	Training on safeguarding – provide safe environment
Type of resource/practice	Educational Programs and materials
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	FIFA Members Associations, CSO
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since January 2021 to still going
Language	English
Brief description of the practice	This practice has been designed to strengthen and professionalise safeguarding standards in football worldwide. This course has two sides: prevention and response.
Context and objectives	Through this programme, FIFA: <ul style="list-style-type: none"> - Educates, informs and empowers individuals so that they can make a difference in their respective environments. - Promotes everyone’s wellbeing in football. - Develops a comprehensive approach to safeguarding best practice through the game.
Steps/activities of the practice	As the participants are known, FIFA learners are enrolled for the course and will have access to dedicated webinars, moderated forums, interactive workshops, and assessments. The programme consists of five online courses Three activities: <ul style="list-style-type: none"> - Receiving expert knowledge provided by experts in safeguarding. - Supporting your work: applying key skills and ideas to your safeguarding role. - Achieving a qualification.
Achievements and outcomes	111 graduates of the 2 years course included participants from 70 member federations around the world.
Challenges and limitations	To achieve that the 211 MAs and the 6 confederations are represented in FIFA Guardians programme.
Follow-up ideas and future plans	
Further information / Observations	The program is developed in conjunction with Open University. https://safeguardingsport.fifa.com/

Title of the practice	UEFA Online Course for Child Safeguarding Focal Points
Country	International
Organisation(s) responsible	UEFA
Main topic addressed	More specialised knowledge on child safeguarding focal points
Type of resource/practice	Educational Programs and materials
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Designated main contacts for child safeguarding who will be managing child-related concerns.
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high performance.
Timing	Since _____ (ongoing)
Language	English
Brief description of the practice	This course provides in-depth training for those who require more specialised knowledge such as child safeguarding focal points.
Context and objectives	It is a course which covers the following topics: <ul style="list-style-type: none"> • Responsibilities of child safeguarding focal points • Procedure to refer a case to specialised child protection agencies and/or law enforcement organisations (e.g. social services and the police) • How to handle situations when children disclose that they have been abused. • It is building upon the knowledge acquired through either the coaches' or staff online courses.
Steps/activities of the practice	This course is a complement to other courses offered by UEFA on child safeguarding, for example, awareness raising on child safeguarding in football, child safeguarding for coaches, child safeguarding for staff.
Resources required	It is strongly recommended that you take the awareness-raising on child safeguarding in football and the course for coaches or staff before this course.
Achievements and outcomes	Being able to manage child-related concerns.
Challenges and limitations	It is a 45-minute Course.
Follow-up ideas and future plans	
Further information / Observations	https://www.uefa-safeguarding.eu/elearning-csfp

Title of the practice	World Athletics Safeguarding Essentials training course
Country	International
Organisation(s) responsible	World Athletics
Main topic addressed	Safeguarding as everyone's responsibility
Type of resource/practice	Educational Programs and materials
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Anyone involved in Athletics.
Target Sport level (High performance, competitive, grassroots, sport for all)	From elite level international athletes, Member Federation officials and volunteers to grassroots club members, administrators and coaches.
Timing	Ongoing
Language	English
Brief description of the practice	The course provides an engaging learning experience through interactive bite-size lessons containing animated scenarios and quizzes. It explains what safeguarding is, why it is important, and how to respond to safeguarding concerns.
Context and objectives	The main objectives are to: <ul style="list-style-type: none"> • Describe what safeguarding in athletics means. • Recognise safeguarding risks in athletics and know how to reduce risks. • Understand how to report safeguarding concerns so relevant authorities can respond properly. • Start making plans for how to take the next steps in safeguarding.
Steps/activities of the practice	
Achievements and outcomes	
Challenges and limitations	At the moment, it is a 90-minute course. UNICEF, World Athletics and a number of other International Federations are working on two additional and more advanced safeguarding training modules, which will be available in the first half of 2024.
Follow-up ideas and future plans	
Further information / Observations	This course has been produced by the Open University, is based on the FIFA Guardians Safeguarding Essentials course and has been developed alongside a sports generic course produced by UNICEF. https://worldathletics.org/athletics-better-world/safeguarding

Title of the practice	Safeguarding online course mandate for FIG-registered coaches
Country	International
Organisation(s) responsible	FIG
Main topic addressed	Safeguarding children In Gymnastics
Type of resource/practice	Educational Programs and materials
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Coaches
Target Sport level (High performance, competitive, grassroots, sport for all)	Competitive level
Timing	March 2023 - Ongoing
Language	English
Brief description of the practice	This course gives the tools all coaches need to ensure a safe environment in Gymnastics.
Context and objectives	
Steps/activities of the practice	
Achievements and outcomes	This course is mandatory for all coaches registered in the FIG-Coach -Sport Database. The deadline to comply with this requirement is December 2023
Challenges and limitations	In the announcement of the course, there are no goals or steps.
Follow-up ideas and future plans	
Further information / Observations	https://www.singaporegymnastics.org.sg/news/safeguarding-online-course-mandate-for-fig-registered-coaches

Title of the practice	Safeguarding training guidance for sport organisations
Country	Ireland
Organisation(s) responsible	Sport Ireland
Main topic addressed	Training on safeguarding – provide safe environment
Type of resource/practice	Educational Programs and materials
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Any person working or involved in activities or events with young people.
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since 2000 to still going
Language	English
Brief description of the practice	Sport Ireland’s remit is to develop and disseminate guidelines and training standards that promote best practice for the protection of children in sport.
Context and objectives	Sport Ireland offers three workshop in the area of Safeguarding and child protection to educate participants and support the implementation of best practice in the club.
Steps/activities of the practice	<p>Sport Ireland offers three workshops:</p> <ul style="list-style-type: none"> • SG1: All Coaches, Club Children’s Officers (CCO) and Designated Liaison Persons (DLP) must first complete the 3 hour Child Welfare & Protection Basic Awareness Workshop. This workshop educates participants on the implementation of best practice in safeguarding the welfare of children involved in sport • SG2 – A person appointed to the role of Club Children’s Officer within a club must have firstly completed Sport Irelands Safeguarding 1 (Child Welfare & Protection Basic Awareness workshop). They should also complete Sport Irelands Club Children’s Officer 3 hour workshop. The aim of this workshop is to help the <i>Club Children’s Officer</i> to carry out their role and support the implementation of best practice in the club. Participants will also receive a Club Children’s Officer Action Planning document as part of the training. • A person appointed to the Designated Liaison Person position in a club must firstly complete Sport Irelands Child Welfare & Protection Basic

	Awareness Workshop and should complete the Sport Irelands Designated Liaison Person 3 hour workshop. A club may appoint the same person to both the CCO and DLP positions however best practice advises that they are kept as separate roles.
Resources required	
Achievements and outcomes	Sport Ireland will gain an understanding of the levels of safeguarding adherence in NGBs and clubs.
Challenges and limitations	While guidance and training are provided, some sports organisations may encounter challenges in fully implementing safeguarding policies due to resource, time, or capacity constraints. It can be difficult to measure the long-term impact and effectiveness of the program in enhancing safeguarding practices within sports organisations.
Follow-up ideas and future plans	
Further information / Observations	https://www.sportireland.ie/ethics/safeguarding-training

Title of the practice	Child Protection in sport and physical activity training (Online Course)
Country	United Kingdom
Organisation(s) responsible	National Society for the Prevention of Cruelty to Children (NSPCC) and Child Protection in Sport Unit (CPSU)
Main topic addressed	Training on safeguarding – provide safe environment
Type of resource/practice	Educational Programs and materials
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Anyone who comes into contact with children and young people through sport or physical activity (sports coach, official, sports staff, volunteer)
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since ____ to still going
Language	English
Brief description of the practice	This course will help to gain an understanding of your role in protecting children from abuse or harm and what to do when concerns arise. The course covers the key areas about safeguarding in sports, running safer sports events, recruiting the right staff and volunteers and online safety.

Context and objectives	<p>Identify what is meant by child abuse and safeguarding. Recognise, respond, report and record concerns about the safety and welfare of a child or young person. Describe the types, signs, and indicators of abuse and neglect.</p> <p>Apply good safeguarding and child protection practice to your sport or physical activity setting.</p> <p>Describe how sport and physical activity settings can put safeguards in place.</p>
Steps/activities of the practice	<p>Train anytime, anywhere and take the course as many times as you like within one year.</p> <p>Modules include:</p> <ul style="list-style-type: none"> - Introduction - Module 1: Good safeguarding and child protection practice - Module 2: Recognising and responding to a concern - Module 3: Reporting and recording a concern - Conclusion
Resources required	
Achievements and outcomes	<p>CPD- certified</p> <p>Up-to-date and in line with the key legislation and guidance in all four UK nations.</p> <p>Once you've taken the course, it doesn't stop there. They have a range of further information, training and downloadable resources to help to protect the children you work with.</p>
Challenges and limitations	<p>Complete it in your own pace and in your own time.</p> <p>Income generated from the sale of the training courses is reinvested back into the NSPCC to help protect children.</p>
Follow-up ideas and future plans	
Further information / Observations	<p>It's not possible to know which type of activities they do unless you purchase the pack.</p> <p>https://learning.nspcc.org.uk/training/child-protection-safeguarding-sport</p>

Title of the practice	Workshopkonzept: Gegen sexualisierte Gewalt im Sport. (Workshop Concept: Addressing Sexualized Violence in Sports)
Country	Germany
Organisation(s) responsible	German Sport Youth
Main topic addressed	Training on safeguarding – provide safe environment

Type of resource/practice	Educational Programs and materials
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Any person working or involved in activities or events with young people.
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since 2013
Language	German
Brief description of the practice	The workshop aims to raise awareness and educate participants about preventing sexualized violence in sports. The goal is to gain knowledge of prevention measures in organized sports, identify areas for implementation within their own clubs or associations, and feel motivated to actively participate.
Context and objectives	The objectives focus on raising awareness, providing practical knowledge, and promoting concrete action to address and prevent sexualized violence in the sports context.
Steps/activities of the practice	<p>In the first part of the workshop, participants will learn about different forms of sexualized violence and the challenges associated with detecting subtle sexual boundary violations. They will also understand why sports clubs can be targets for perpetrators and why victims often struggle to speak out about it.</p> <p>In the second part of the workshop, key elements of a comprehensive prevention plan in a sports club will be presented. Subsequently, participants will have the opportunity to develop specific steps to implement these measures in their own clubs or associations.</p>
Resources required	
Achievements and outcomes	
Challenges and limitations	<p>Attendance at the workshop may be optional for some officials and influencers in sports federations and clubs, which could limit the reach and effectiveness of the messages delivered.</p> <p>After the workshop, it can be challenging to conduct proper follow-up to ensure that participants effectively implement the learned prevention measures.</p>
Follow-up ideas and future plans	
Further information / Observations	https://static-dsj-de.s3.amazonaws.com/Themen/Kinderschutz/Konzept_Workshop_PSG.pdf

AWARENESS RAISING INITIATIVES

Title of the practice	Start to talk
Country	International
Organisation(s) responsible	Eu and CoE
Main topic addressed	Breaking the silence on sexual harassment and abuse against children in sport
Type of resource/practice	Awareness-raising initiatives
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Governments, sport clubs associations and federations, as well as athletes and coaches
Target Sport level (High performance, competitive, grassroots, sport for all)	All levels
Timing	2018
Language	Several
Brief description of the practice	This practice is a call for action to public authorities and the sport movement to stop child abuse. It is about adults breaking the silence and lending children a voice.
Context and objectives	Objective: 1.- Draw attention to the prevalence and impact of child abuse in sport. 2.- Recall the International standards that must be applied to prevent abuse. 3.- provide guidance on how to implement those standards concretely. 4.- Mobilise public authorities, the sport movement, and the media.
Steps/activities of the practice	EPAS invites COE member states to undertake three actions: <ul style="list-style-type: none"> - Launch a Start to Talk campaign at national level. - Develop or improve safeguarding and protection frameworks. - Promote training of key stakeholders.
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information/Observations	https://www.coe.int/en/web/human-rights-channel/stop-child-sexual-abuse-in-sport

Title of the practice	Sexual Harassment and Abuse in Sport -Video Series
Country	International
Organisation(s) responsible	IOC
Main topic addressed	Sexual harassment and abuse in sport
Type of resource/practice	Awareness-raising initiatives
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Athletes, athletes' entourage members, sport organisations
Target Sport level (High performance, competitive, grassroots, sport for all)	Olympic performance
Timing	Ongoing
Language	English with subtitle in several languages
Brief description of the practice	This video series begins with an introduction explaining the meaning of harassment and abuse in sport.
Context and objectives	The program comprises of nine videos that present different forms of harassment and abuse in the sports industry through first-person experiences.
Steps/activities of the practice	The final section of the program outlines the steps that athletes, coaches, and sports organisations can take to prevent cases of abuse and harassment and create a safe and secure sporting environment for everyone.
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information/Observations	https://olympics.com/athlete365/safe-sport/sexual-harassment-and-abuse-in-sport/

Title of the practice	Safeguarding programme at the FIFA Beach Soccer World Cup UAE 2024 Dubai
Country	International
Organisation(s) responsible	FIFA
Main topic addressed	Spread awareness that no-one is immune to abuse
Type of resource/practice	Awareness-raising initiatives
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Players
Target Sport level (High performance, competitive, grassroots, sport for all)	High performance – Beach Soccer World Cup
Timing	February 2024
Language	English
Brief description of the practice	Safeguarding in a men’s tournament
Context and objectives	Senior male professional football players are not immune to harassment, abuse, and exploitation, despite common stereotypes. Breaking through the misconception that safeguarding concerns only children or women. This practice raises awareness and prevention across the sporting spectrum.
Steps/activities of the practice	
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information/Observations	https://inside.fifa.com/social-impact/fifa-guardians/news/ground-breaking-safeguarding-programme-delivered-at-the-fifa-beach-soccer-world-cup-2024

Title of the practice	UEFA awareness raising materials on child and youth protection
Country	International - Europe
Organisation(s) responsible	UEFA
Main topic addressed	Safe football
Type of resource/practice	Awareness-raising initiatives
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Children and young people, Parents, coaches, staff, volunteers, leaders/managers, the general public, media and other stakeholders.
Target Sport level (High performance, competitive, grassroots, sport for all)	All levels
Timing	January 2023 - Ongoing
Language	English, French, German and Russian.
Brief description of the practice	This practice contributes to improve general understanding of the topic as well as to mobilise everyone to bring about the necessary changes in attitudes and behaviour.
Context and objectives	The main objectives are: <ol style="list-style-type: none"> 1. promote the right of children and young people to enjoy football in a safe and positive environment; 2. help the audience recognise signs of abuse that can occur in football; 3. encourage the audience to act when abuse is suspected and inform them where to seek help.
Steps/activities of the practice	There are three types of raising awareness materials: <ul style="list-style-type: none"> - 3 posters - 1 leaflet - 22 social media cards
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information/Observations	https://www.uefa-safeguarding.eu/awareness-raising-materials

Title of the practice	The 10 golden rules
Country	International
Organisation(s) responsible	FIG
Main topic addressed	Ensure a safe and respectful environment in gymnastics
Type of resource/practice	Awareness-raising initiatives
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	
Target Sport level (High performance, competitive, grassroots, sport for all)	
Timing	October 2021- ongoing
Language	
Brief description of the practice	Building a positive culture in sport is everyone's business. The slogan is "Be part of the wind of change!"
Context and objectives	After numerous female gymnasts reported sexual abuse by Nassar, this campaign strengthened FIG's commitment to ensuring gymnastics as a safe space and a strong will for change.
Steps/activities of the practice	10 Golden rules, among others: "I do gymnastics for fun", "I listen to my body", "my health is more important than medals", "I pursue my own dreams, not someone else's", "I have the right to be respected as I am", etc.
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information/Observations	https://www.gymnastics.sport/site/pages/safeguarding-goldenrules.php

Title of the practice	How can sport safeguard children?
Country	United Kingdom
Organisation(s) responsible	National Society for the Prevention of Cruelty to Children (NSPCC) and Child Protection in Sport Unit (CPSU)
Main topic addressed	Safeguarding standards, duty of care
Type of resource/practice	Awareness-raising initiatives
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	All staff/volunteers of sports organisations All staff/volunteers of sports organisations.
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since 2021 to still going
Language	English
Brief description of the practice	The video highlights the distinction between child protection and safeguarding within a sports environment, delving deeper into additional measures for ensuring the ongoing safety of children and young people beyond their participation in training sessions.
Context and objectives	Examining contextual safeguarding involves analysing the environments where young people develop skills during their free time, their transportation to and from these activities, and their subsequent locations, with the aim of enhancing their overall safety.
Steps/activities of the practice	Video
Resources required	
Achievements and outcomes	The CPSU has many resources on its website aimed at raising awareness, from videos to podcasts, all with the goal of sensitizing and raising awareness about safeguarding.
Challenges and limitations	
Follow-up ideas and future plans	
Further information / Observations	https://www.youtube.com/watch?v=0WAoliBvKfQ

Title of the practice	Safeguarding Campaign: National Children First Awareness Week
Country	Ireland
Organisation(s) responsible	Sport Ireland Ethics Unit
Main topic addressed	Safeguarding standards, duty of care
Type of resource/practice	Awareness-raising initiatives
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Sport organisations
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since 2023 to still going
Language	English
Brief description of the practice	Children First aims to ensure the safeguarding of children against abuse and neglect. It outlines the responsibilities for individuals and organisations to ensure the safety of children and how to address any concerns regarding a child's welfare or safety. The term 'Children First' encompasses both the Children First: National Guidance for the Protection and Welfare of Children 2017 and the Children First Act 2015, which provide comprehensive guidelines and legal provisions for safeguarding children.
Context and objectives	This year's campaign highlighted the accountability of organisations under the Children First framework. It emphasized that all entities and individuals delivering services or activities to children and young people must have child safeguarding policies and procedures to safeguard them from harm and enhance their welfare. Organisations identified as providers of relevant services under the Children First Act 2015 are obligated to conduct a risk assessment and create a Child Safeguarding Statement. This statement details how risks to children's welfare and protection will be addressed and managed.
Steps/activities of the practice	This campaign will be showcased on the Sport Ireland website and social media platforms through digital posts, but it will conclude with a Networking Event at the Sport Ireland Campus Conference Centre.
Resources required	
Achievements and outcomes	The Sport Ireland Campaign aligns with the the Department of Children, Equality, Disability, Integration and Youth, 'Children First Awareness Week' which is the same calendar week.
Challenges and limitations	
Follow-up ideas and future plans	
Further information / Observations	https://www.gov.ie/en/campaigns/63bfb-children-first/?referrer=http%3A//www.gov.ie/childrenfirst/ https://www.sportireland.ie/safeguarding-campaign

CODES OF CONDUCT & CODES OF ETHICS

Title of the practice	IOC Code of ethics
Country	International
Organisation(s) responsible	IOC
Main topic addressed	Code of ethics
Type of resource/practice	Codes of conduct and codes of ethics
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	NOCs, IFs and organising Committee for the OG
Target Sport level (High performance, competitive, grassroots, sport for all)	All levels
Timing	2024-Ongoing
Language	English
Brief description of the practice	The Code of Ethics is based upon the values and principles enshrined in the Olympic Charter, of which the Code is integral.
Context and objectives	The Olympic parties pledge to promote ethics and integrity and set an example within their fields of expertise.
Steps/activities of the practice	The code is composed of several parts including Fundamental Principles, Integrity, Conduct, Competitions, Governance, Candidatures, Confidentiality, Reporting Obligation, and Implementation.
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information	https://olympics.com/ioc/code-of-ethics

Title of the practice	FIFA Code of Ethics
Country	International
Organisation(s) responsible	FIFA
Main topic addressed	Code of ethics
Type of resource/practice	Codes of conduct and codes of ethics
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	This Code applies to all officials and players as well as match agents licensed by FIFA and football agents, under the conditions of article 1 of this Code.
Target Sport level (High performance, competitive, grassroots, sport for all)	
Timing	New editions 2023 - Ongoing
Language	
Brief description of the practice	This code is applicable to any behavior that is not covered by any other regulations and is related to football other than the field of play. It pertains to any actions that compromise the integrity and reputation of football, especially unethical, illegal, and immoral conduct of the individuals mentioned under article 2 of this Code.
Context and objectives	The amendments to the FIFA Code of Ethics, now covers, among others areas, the following: <ul style="list-style-type: none"> - Severe sanctions for sexual harassment, abuse and exploitation. - Transparency via public hearings. - Provision of free legal aid
Steps/activities of the practice	The Ethics Committee has the authority to investigate and make judgments on the behavior of individuals who were bound by this or any other applicable Code at the time the behavior in question occurred, regardless of whether the person is still bound by the Code at the time the proceedings begin or anytime thereafter.
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information	https://digitalhub.fifa.com/m/4f048486c1f7293c/original/FIFA-Code-of-Ethics-2023.pdf

Title of the practice	UEFA's Code of conduct on integrity
Country	International – Europe
Organisation(s) responsible	UEFA
Main topic addressed	Code of conduct on integrity
Type of resource/practice	Codes of conduct and codes of ethics
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	All participants in European football
Target Sport level (High performance, competitive, grassroots, sport for all)	All levels
Timing	2014 - ongoing
Language	English
Brief description of the practice	This code of conduct carries the slogan “Protect our game! And it mainly covers the issues of match-fixing.
Context and objectives	This code is based on 5 principles: 1.- Be clean 2.- Be open 3.- Be careful 4.- Be smart 5.- Be safe
Steps/activities of the practice	
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information	https://www.uefa.com/news-media/news/0219-0f8a6924b415-ad5fc8fc44f6-1000--european-football-adopts-code-of-conduct-on-integrity/

Title of the practice	WA's Integrity Code of Conduct
Country	International
Organisation(s) responsible	WA
Main topic addressed	Code of conduct and integrity
Type of resource/practice	Codes of conduct and codes of ethics
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	It applies to Officials, Member federations, Personnas and entities hosting international competitions,athletes competing in international competitions.
Target Sport level (High performance, competitive, grassroots, sport for all)	High level
Timing	Novembre 2019 - ongoing
Language	English
Brief description of the practice	This is a code of conduct. As such, it abides by the guiding principles of WA.
Context and objectives	Integrity standards include honesty, fulfilling duties, fair competition, proper conduct, equality, dignity (to safeguard the dignity of individuals and not to engage, (directly or indirectly) in any form of harassment or abuse, whether physical, verbal, mental, sexual or otherwise), etc.
Steps/activities of the practice	The code explains the violations of this integrity code, reporting and investigations and prosecutions.
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information	worldathletics.org › download › download

Title of the practice	FIG Code of Conduct
Country	International
Organisation(s) responsible	FIG
Main topic addressed	Code of Conduct
Type of resource/practice	Codes of conduct and codes of ethics
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	For all participants in Gymnastics
Target Sport level (High performance, competitive, grassroots, sport for all)	All levels
Timing	2022 - ongoing
Language	English
Brief description of the practice	This Code of Conduct refers to the FIG Statutes and the FIG Code of Discipline, as amended from time to time. It shall be a complementary tool to the FIG Code of Ethics.
Context and objectives	This code of conduct is complemented by the Code of Ethics. Both have 2022 editions.
Steps/activities of the practice	This Code of Conduct includes three sections: I. General Principles of Integrity and Respect; II. Specific principles for Athletes, Coaches, Judges, Officials and Management; and, III. Proceedings.
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information	https://www.gymnastics.sport/publicdir/rules/files/en_Code%20of%20Conduct%20-%20Edition%202022.pdf https://www.gymnastics.sport/publicdir/rules/files/en_Code%20of%20Ethics%202022.pdf

Title of the practice	Code of conduct for staff and volunteers
Country	United Kingdom
Organisation(s) responsible	National Society for the Prevention of Cruelty to Children (NSPCC) and Child Protection in Sport Unit (CPSU)
Main topic addressed	Parents in sport, inappropriate or concerning behaviour
Type of resource/practice	Codes of conduct and codes of ethics
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	National governing bodies of sport and other sporting organisations and clubs.
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since ____ to still going
Language	English
Brief description of the practice	This is part of the CPSU standards and are addressed once the organisation has a policy in place and an implementation plan as to how they are going to address their safeguarding needs. The key point is how they are communicated and shared so there is a 'lived' and a shared understanding of those in the organisation and amongst stakeholders including athletes, parents and carers.
Context and objectives	To promote positive behaviour and manage poor behaviour in your sport.
Steps/activities of the practice	Sample codes of conduct for: <ul style="list-style-type: none"> - Children and young people - Parents and carers - Staff
Resources required	
Achievements and outcomes	Implementation of the code helps build trust and confidence among participants, parents, and the community by demonstrating a commitment to prioritizing the well-being and protection of children.
Challenges and limitations	In organisations where participation in safeguarding initiatives is voluntary, achieving widespread adoption and compliance with the code may be more challenging.
Follow-up ideas and future plans	
Further information / Observations	https://thecpsu.org.uk/resource-library/policies/sample-codes-of-conduct-for-parents-children-and-staff/

Title of the practice	A code for Sports Governance
Country	United Kingdom
Organisation(s) responsible	Sport England
Main topic addressed	Transparency, inclusion
Type of resource/practice	Codes of conduct and codes of ethics
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Sport organisations
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since 2016 to still going
Language	English
Brief description of the practice	Is a practice established by Sport England aimed at improving governance standards within sports organisations across England. This code sets out the requirements and expectations for sports organisations to ensure they operate with integrity, transparency, and accountability.
Context and objectives	The Key elements of the code are: <ul style="list-style-type: none"> - Leadership and responsibilities - Structures and processes - Ethical standards - Financial management - Safeguarding and welfare - Equity and diversity - Compliance and reporting
Steps/activities of the practice	
Resources required	
Achievements and outcomes	Launched in 2016, the Code has been applied to more than 4,000 organisations across its three Tiers of funding and has provided a standard framework of governance for a wide and diverse range of national, regional and local bodies, community groups and charities providing sport and physical activity opportunities.
Challenges and limitations	However, the review also highlighted several areas for improvement, including making the Code more accessible and easier to understand; providing more guidance in terms of explanations, templates and case studies; and encouraging greater flexibility and proportionality based on size and capacity.
Follow-up ideas and future plans	
Further information / Observations	https://www.sportengland.org/funds-and-campaigns/code-sports-governance

Title of the practice	Governance Code for Sport. Ethics – Codes of conduct
Country	Ireland
Organisation(s) responsible	Sport Ireland
Main topic addressed	Respect, integrity, fairness
Type of resource/practice	Codes of conduct and codes of ethics
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Sport organisations
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since 2023 to still going
Language	English
Brief description of the practice	The Code of Conduct from Sport Ireland establishes guidelines and expectations for behavior and conduct within sports organisations in Ireland. This code is designed to ensure that all staff, volunteers, coaches, and participants uphold high standards of integrity, respect, and professionalism in their interactions and activities related to sports.
Context and objectives	The key aspects are: <ul style="list-style-type: none"> - Ethical Standards - Respect and fairness - Safety and well-being - Compliance and accountability - Anti-discrimination - Conflict resolution - Education and awareness
Steps/activities of the practice	Minister of State for Sport and Physical Education, Thomas Byrne T.D., today (10th August 2023) launched the national code of conduct template developed by Sport Ireland for Irish sports. Presents different samples of codes of conduct: <ul style="list-style-type: none"> - For volunteers - For administrator - For coaches - For athletes/players
Resources required	
Achievements and outcomes	At the end of 2022, ninety-two of the 100 organisations within the sport sector have selfdeclared their adoption of the code.
Challenges and limitations	Participation and adherence to the codes may be voluntary for some sports organisations, which can limit their effectiveness in ensuring widespread adoption and implementation. Some stakeholders within sports organisations may resist changes required by the codes, particularly if they perceive them as burdensome or impractical.
Follow-up ideas and future plans	
Further information / Observations	https://www.sportireland.ie/news/codeofconduct

Title of the practice	Ehrenkodex (Code of honor)
Country	Germany
Organisation(s) responsible	German Sport Youth
Main topic addressed	Protection of children young people
Type of resource/practice	Codes of conduct and codes of ethics
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Sport organisations
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since 2013 to still going
Language	English
Brief description of the practice	The German Olympic Sports Confederation (DOSB) and the German Sports Youth (dsj) have designed the present Code of Ethics in collaboration with their member organisations, with the aim of providing a comprehensive instrument applicable across all sports disciplines nationally, covering various areas in the context of personal protection and particularly strengthening the protection of children and young people.
Context and objectives	The Code of Ethics aims to provide clear guidance and an opportunity for actors in sports clubs to highlight their strengths in the context of personal protection, especially concerning the protection of children and young people.
Steps/activities of the practice	
Resources required	
Achievements and outcomes	
Challenges and limitations	It is important to emphasize that signing a Code of Ethics cannot stand alone. It must be integrated into a prevention plan.
Follow-up ideas and future plans	
Further information / Observations	https://static-dsj-de.s3.amazonaws.com/Themen/Kinderschutz/Materialien/Handlungsanleitung_Ehrenkodex.pdf

RISK MINIMIZATION MEASURES

Title of the practice	Safer recruitment in sport (checklist)
Country	United Kingdom
Organisation(s) responsible	National Society for the Prevention of Cruelty to Children (NSPCC) and Child Protection in Sport Unit (CPSU)
Main topic addressed	Safe recruitment
Type of resource/practice	Risk minimization measures
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Anyone undertaking a role that involves contact with or responsibility for children (or other vulnerable groups such as adults at risks).
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since 2021 to still going
Language	English
Brief description of the practice	Checklist to develop effective recruitment.
Context and objectives	<p>To comprehend and establish efficient methods for recruiting and selecting individuals. This process is crucial for ensuring a secure workforce, encompassing both paid employees and volunteers, and for deterring unsuitable individuals from joining your club or organisation.</p> <p>By implementing these procedures:</p> <ul style="list-style-type: none"> - Staff and volunteers will have well-defined roles and duties. - Parents can be confident that measures are in place to recruit only suitable individuals to work with children and young people. - Your organisation's reputation is safeguarded by minimizing the risk associated with inappropriate personnel.
Steps/activities of the practice	Checklist
Resources required	
Achievements and outcomes	
Challenges and limitations	<p>The checklist may not fully address the diverse needs and challenges faced by different sports organisations, particularly those operating at a larger scale or with complex structures.</p> <p>Implementing comprehensive safer recruitment practices requires time, funding, and dedicated resources, which may pose challenges for smaller sports organisations with limited budgets.</p>
Follow-up ideas and future plans	
Further information / Observations	https://thecpsu.org.uk/help-advice/topics/safer-recruitment/

Title of the practice	Safer recruitment in sport (checklist)
Country	United Kingdom
Organisation(s) responsible	National Society for the Prevention of Cruelty to Children (NSPCC) and Child Protection in Sport Unit (CPSU)
Main topic addressed	Safe recruitment
Type of resource/practice	Risk minimization measures
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Anyone undertaking a role that involves contact with or responsibility for children (or other vulnerable groups such as adults at risks).
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since 2021 to still going
Language	English
Brief description of the practice	Checklist to develop effective recruitment.
Context and objectives	<p>To comprehend and establish efficient methods for recruiting and selecting individuals. This process is crucial for ensuring a secure workforce, encompassing both paid employees and volunteers, and for deterring unsuitable individuals from joining your club or organisation.</p> <p>By implementing these procedures:</p> <ul style="list-style-type: none"> - Staff and volunteers will have well-defined roles and duties. - Parents can be confident that measures are in place to recruit only suitable individuals to work with children and young people. - Your organisation's reputation is safeguarded by minimizing the risk associated with inappropriate personnel.
Steps/activities of the practice	Checklist
Resources required	
Achievements and outcomes	
Challenges and limitations	<p>The checklist may not fully address the diverse needs and challenges faced by different sports organisations, particularly those operating at a larger scale or with complex structures.</p> <p>Implementing comprehensive safer recruitment practices requires time, funding, and dedicated resources, which may pose challenges for smaller sports organisations with limited budgets.</p>
Follow-up ideas and future plans	
Further information / Observations	https://thecpsu.org.uk/help-advice/topics/safer-recruitment/

SUPPORT SYSTEMS AND CASE MANAGEMENT

Title of the practice	Stand Tall, Speak Up
Country	International
Organisation(s) responsible	World Athletics – Athletics Integrity Unit (AIU)
Main topic addressed	Make a report
Type of resource/practice	Support System and Case Management
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Athletes, agents, managers, officials, support personnel, media personnel or a fan of the sport.
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high performance
Timing	Since April 2017 - Ongoing
Language	English
Brief description of the practice	AIU is committed to guarding against any form of integrity breaches in athletics, such as doping, betting, manipulation, harassment, and sexual harassment. There is absolutely no tolerance for any form of harassment in athletics. Such behavior is not only contrary to the values and ideals of the athletics community, but it is also vehemently condemned.
Context and objectives	<p>The AIU takes steps to ensure that athletics is free from intimidation, insult, or ridicule based on race, colour, religion, gender or national origin.</p> <p>The AIU's main objectives are:</p> <ul style="list-style-type: none"> • To protect the integrity of the sport. • To promote fair play at all levels and in all athletics environments.
Steps/activities of the practice	<p>It has four main steps:</p> <ul style="list-style-type: none"> • Know the rules. • Make a report. • Know the process. • Disciplinary process.
Resources required	
Achievements and outcomes	The AIU was established to fight against doping, manipulation, and betting in athletics. Nowadays, it covers a wider range of wrongdoings in athletics.
Challenges and limitations	
Follow-up ideas and future plans	

Further information	https://www.athleticsintegrity.org/make-a-report
----------------------------	---

Title of the practice	IOC's Integrity and Compliance Hotline
Country	International
Organisation(s) responsible	IOC
Main topic addressed	Reporting infringements of the IOC Code of Ethics
Type of resource/practice	Support System and Case Management
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Everyone involved in Olympic Games
Target Sport level (High performance, competitive, grassroots, sport for all)	High performance
Timing	Since _____ (ongoing)
Language	English
Brief description of the practice	Report incidents that you feel that you may have been the victim of or have witnessed an incident of harassment and /or abuse during the OG.
Context and objectives	Confidentiality and anonymity are warranty in this system which supports case management. Jointly with UNODC (United Nations Office on Drugs and Crime), the IOC published a study IOC-UNODC Reporting Mechanisms in Sport: A Practical Guide for Developing and Implementation.
Steps/activities of the practice	This guide provides information on good practice for sports organisation about receiving and handling reports of wrongdoing.
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information	https://ioc.integrityline.org/

Title of the practice	FIFA Reporting Concerns
Country	International
Organisation(s) responsible	FIFA
Main topic addressed	Reporting cases
Type of resource/practice	Support System and Case Management
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Everyone involved in football
Target Sport level (High performance, competitive, grassroots, sport for all)	All levels
Timing	
Language	English
Brief description of the practice	Individuals can report any form or knowledge of potential match manipulation or integrity-related misconduct
Context and objectives	Users can attach supporting documentation and create an anonymous postbox that allows them to correspond with FIFA without submitting personal information.
Steps/activities of the practice	<p>All individuals bound by FIFA's regulations have a duty to report potential incidents or approaches of match manipulation or integrity-related misconduct.</p> <p>All information received is handled promptly and treated in the strictest confidence under the applicable laws and regulations.</p> <p>Online report system: FIFA provides a dedicated, highly secure and web-based whistleblowing system so that individuals can report any form or knowledge of potential match manipulation or integrity-related misconduct. Users can attach supporting documentation and create an anonymous postbox that allows them to correspond with FIFA without submitting personal information.</p>
Further information	FIFA has launched an integrity app that is available to all teams, players, officials, referees and third parties in order to report any suspicious activity and/or approaches relating to any attempt to manipulate football matches and competitions. The Integrity App is currently available in all four FIFA languages: English, Spanish, French and German.

<https://fifa.gan-compliance.com/p/Case>

Title of the practice	Reporting to the Gymnastics Ethics Foundation
Country	International
Organisation(s) responsible	Gymnastics Ethics Foundation
Main topic addressed	Reporting cases
Type of resource/practice	Support System and Case Management
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Everyone involved in gymnastics
Target Sport level (High performance, competitive, grassroots, sport for all)	All levels
Timing	Since _____ (ongoing)
Language	English
Brief description of the practice	This practice facilitates reporting non-accidental violence, harassment, abuse, and neglect episodes happening in Gymnastics environments.
Context and objectives	GEF reporting system provides confidentiality, guidance, and support to victims, whistle-blowers and witnesses. Reports are handled with the utmost care. The report can be anonymous, but an information contact must be provided in order to follow up.
Steps/activities of the practice	
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information	https://www.gymnasticsethicsfoundation.org/reporting

Title of the practice	Stand Tall, Speak Up
Country	International
Organisation(s) responsible	World Athletics – Athletics Integrity Unit (AIU)
Main topic addressed	Make a report
Type of resource/practice	Support System and Case Management
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Athletes, agents, managers, officials, support personnel, media personnel or a fan of the sport.
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high performance
Timing	Since April 2017 - Ongoing
Language	English
Brief description of the practice	AIU is committed to guarding against any form of integrity breaches in athletics, such as doping, betting, manipulation, harassment, and sexual harassment. There is absolutely no tolerance for any form of harassment in athletics. Such behavior is not only contrary to the values and ideals of the athletics community, but it is also vehemently condemned.
Context and objectives	<p>The AIU takes steps to ensure that athletics is free from intimidation, insult, or ridicule based on race, colour, religion, gender or national origin.</p> <p>The AIU's main objectives are:</p> <ul style="list-style-type: none"> • To protect the integrity of the sport. • To promote fair play at all levels and in all athletics environments.
Steps/activities of the practice	<p>It has four main steps:</p> <ul style="list-style-type: none"> • Know the rules. • Make a report. • Know the process. • Disciplinary process.
Resources required	
Achievements and outcomes	The AIU was established to fight against doping, manipulation, and betting in athletics. Nowadays, it covers a wider range of wrongdoings in athletics.
Challenges and limitations	
Follow-up ideas and future plans	

Further information	https://www.athleticsintegrity.org/make-a-report
----------------------------	---

Title of the practice	IOC's Integrity and Compliance Hotline
Country	International
Organisation(s) responsible	IOC
Main topic addressed	Reporting infringements of the IOC Code of Ethics
Type of resource/practice	Support System and Case Management
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Everyone involved in Olympic Games
Target Sport level (High performance, competitive, grassroots, sport for all)	High performance
Timing	Since _____ (ongoing)
Language	English
Brief description of the practice	Report incidents that you feel that you may have been the victim of or have witnessed an incident of harassment and /or abuse during the OG.
Context and objectives	Confidentiality and anonymity are warranty in this system which supports case management. Jointly with UNODC (United Nations Office on Drugs and Crime), the IOC published a study IOC-UNODC Reporting Mechanisms in Sport: A Practical Guide for Developing and Implementation.
Steps/activities of the practice	This guide provides information on good practice for sports organisation about receiving and handling reports of wrongdoing.
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information	https://ioc.integrityline.org/

Title of the practice	FIFA Reporting Concerns
Country	International
Organisation(s) responsible	FIFA
Main topic addressed	Reporting cases
Type of resource/practice	Support System and Case Management
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Everyone involved in football
Target Sport level (High performance, competitive, grassroots, sport for all)	All levels
Timing	
Language	English
Brief description of the practice	Individuals can report any form or knowledge of potential match manipulation or integrity-related misconduct
Context and objectives	Users can attach supporting documentation and create an anonymous postbox that allows them to correspond with FIFA without submitting personal information.
Steps/activities of the practice	<p>All individuals bound by FIFA's regulations have a duty to report potential incidents or approaches of match manipulation or integrity-related misconduct.</p> <p>All information received is handled promptly and treated in the strictest confidence under the applicable laws and regulations.</p> <p>Online report system: FIFA provides a dedicated, highly secure and web-based whistleblowing system so that individuals can report any form or knowledge of potential match manipulation or integrity-related misconduct. Users can attach supporting documentation and create an anonymous postbox that allows them to correspond with FIFA without submitting personal information.</p>
Further information	<p>FIFA has launched an integrity app that is available to all teams, players, officials, referees and third parties in order to report any suspicious activity and/or approaches relating to any attempt to manipulate football matches and competitions. The Integrity App is currently available in all four FIFA languages: English, Spanish, French and German.</p> <p>https://fifa.gan-compliance.com/p/Case</p>

Title of the practice	Reporting to the Gymnastics Ethics Foundation
Country	International
Organisation(s) responsible	Gymnastics Ethics Foundation
Main topic addressed	Reporting cases
Type of resource/practice	Support System and Case Management
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Everyone involved in gymnastics
Target Sport level (High performance, competitive, grassroots, sport for all)	All levels
Timing	Since _____ (ongoing)
Language	English
Brief description of the practice	This practice facilitates reporting non-accidental violence, harassment, abuse, and neglect episodes happening in Gymnastics environments.
Context and objectives	GEF reporting system provides confidentiality, guidance, and support to victims, whistle-blowers and witnesses. Reports are handled with the utmost care. The report can be anonymous, but an information contact must be provided in order to follow up.
Steps/activities of the practice	
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information	https://www.gymnasticsethicsfoundation.org/reporting

Title of the practice	Case management model
Country	United Kingdom
Organisation(s) responsible	National Society for the Prevention of Cruelty to Children (NSPCC) and Child Protection in Sport Unit (CPSU)
Main topic addressed	Deal with a concern
Type of resource/practice	Support system and case management
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Safeguarding staff and volunteers
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since 2021 to still going
Language	English
Brief description of the practice	This tool examines every aspect of a comprehensive case management process, including the following stages: introduction, reporting concerns, case management groups, referral to statutory agencies, investigation and risk assessment, decision-making, outcomes, and appeals. You have the flexibility to navigate through the information from beginning to end, or you can choose specific areas of interest to explore in more detail.
Context and objectives	The Case Management Model developed by the Child Protection in Sport Unit (CPSU) aims to provide a structured approach to managing safeguarding concerns and cases within sports organisations. The context for this model is rooted in the need to effectively address safeguarding issues involving children and young people participating in sports activities. The main objectives are: Ensuring safeguarding, standardization and consistency, clarity and guidance, empowering stakeholders, facilitating collaboration and continuous improvement.
Steps/activities of the practice	The case management tool looks at each element of an effective case management process to help organisations with their own process. These elements include: <ul style="list-style-type: none"> - introduction - reporting concerns - case management groups - referral to statutory agencies - investigation and risk assessment - decision making - outcomes - appeals
Resources required	
Achievements and outcomes	
Challenges and limitations	Implementing the model effectively requires specialized training and expertise among staff and volunteers within sports organisations. The complexity of the model may pose challenges for organisations with limited resources or capacity for training.
Further information / Observations	https://thecpsu.org.uk/resource-library/tools/case-management-tool/

STUDIES, RESEARCH AND REPORTS

Title of the practice	CASES Child Abuse in Sport: European Statistics
Country	Coordinator: United Kingdom (Edge Hill University)
Organisation(s) responsible	United Kingdom (Edge Hill University) in partnership with 10 organisations.
Main topic addressed	Safeguarding
Type of resource/practice	Studies, research & reports
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Sports organisations
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	2019-2021
Language	English
Brief description of the practice	In recent years, there has been unprecedented focus on the mistreatment of children and athletes in sports, highlighted by prominent cases of abuse across various sports. Addressing these issues strategically requires well-informed responses based on solid evidence regarding the scope and nature of child maltreatment in sports. The CASES project was specifically designed to contribute significantly to understanding this issue
Context and objectives	The project aimed to gather evidence on the prevalence of abuse and neglect, including interpersonal violence, experienced by children under 18 in sports across different European countries. It sought to collect scientifically rigorous data to inform strategic efforts aimed at preventing abuse in sports. Additionally, the project aimed to create resources for the sports sector to help organisations of all sizes share these insights with their members.
Steps/activities of the practice	The project involved a partnership of 10 organisations. An online survey was conducted among young adults aged 18-30 in six European countries who had participated in youth sports. This survey investigated prevalence rates of physical, sexual, and psychological violence, as well as neglect, both within and outside the sports context. Statistical analyses were performed, and the findings were compiled into a series of reports. Key findings were also disseminated through events and other resources targeted at the sports sector
Resources required	
Achievements and outcomes	Overall, approximately 75% of respondents reported having had at least one experience of interpersonal violence inside sport before age 18. The most common experience was psychological violence (65%); followed by physical violence (44%); neglect (37%); and non-contact

	sexual violence (35%); the least common experience inside sport was contact sexual violence (20%). It was also found that 85% of respondents rated their overall experience of sport as either 'good' or 'very good'.
Challenges and limitations	
Follow-up ideas and future plans	
Further information / Observations	https://erasmus-plus.ec.europa.eu/projects/search/details/603014-EPP-1-2018-1-UK-SPO-SCP

Title of the practice	Three studies into online abuse against athletes
Country	International
Organisation(s) responsible	WA
Main topic addressed	Research-prevalence
Type of resource/practice	Studies, research & reports
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers, victims/survivors, researchers...)	Athletes participating in international competitions
Target Sport level (High performance, competitive, grassroots, sport for all)	High level
Timing	2020 - 2023
Language	English
Brief description of the practice	WA publishes fundings of three studies into online abuse, commits to added protection of athletes online
<ul style="list-style-type: none"> Context and objectives 	<p>The third study was conducted at the World Athletics Championships Budapest 23 and focused towards identifying and addressing abusive and threatening behaviour aimed at athletes on the X and Instagram social media platforms.</p> <p>The second study was conducted during the World Athletics Championships Oregon 2022 to identify and address abusive comments sent to athletes via social media.</p> <p>The first study was conducted during the Tokyo 2020 Olympic Games to identify and address targeted, abusive messages sent to athletes via social media.</p>
Steps/activities of the practice	
Resources required	

<p>Achievements and outcomes</p>	<p>In the third study:</p> <p>More than half of all abuse identified was of racist or sexualised nature</p> <p>Racist abuse increased by 14% compared to 2022</p> <p>In the second study:</p> <p>Almost 60% of all abuse targeted female athletes</p> <p>One fifth of all abuse was racial</p> <p>60% of all abuse was made on Twitter</p> <p>In the first study:</p> <ul style="list-style-type: none"> - Female athletes were the target of 87% of all abuse - 65% of all abusive posts warrant intervention from social media platforms
<p>Challenges and limitations</p>	<p>To apply all this information in strategy and policy framework</p>
<p>Follow-up ideas and future plans</p>	
<p>Further information</p>	<p>https://worldathletics.org/news/press-releases/online-abuse-study-athletes-tokyo-olympic-games?0=</p> <p>https://assets.aws.worldathletics.org/document/6389c796714a27f250a15a6a.pdf</p> <p>https://worldathletics.org/news/press-releases/online-abuse-study-athletes-tokyo-olympic-games?0=</p>

SYSTEMS OF CHILD SAFEGUARDING OFFICER ROLES

Title of the practice	Step by Step Model
Country	Germany
Organisation(s) responsible	German Sports Youth
Main topic addressed	Safeguarding
Type of resource/practice	Systems of child safeguarding officers roles
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Roles within safeguarding
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since 2018 to 2021
Language	German
Brief description of the practice	By December 2018, all youth sport associations committed themselves to implementing the Step-by-Step Process, which includes tailored prevention measures designed specifically for sports associations
Context and objectives	<ul style="list-style-type: none"> - Building awareness - Capacity building - Implementation guidance - Training and education - Continuous improvement - Collaboration and networking
Steps/activities of the practice	German Sport Youth provides comprehensive training for new child safeguarding officers, including a one-day training session. Additionally, they organize an annual conference for all safeguarding officers of federations to address key issues alongside experts. Training sessions are also conducted at the club level to ensure widespread knowledge and implementation of safeguarding practices.
Resources required	
Achievements and outcomes	Through the implementation of the Step-by-Step Process within member organisations, a robust network of child safeguarding officers has been established. This approach enables the development of tailored safeguarding measures within sports organisations to meet specific needs and challenges effectively.
Challenges and limitations	
Follow-up ideas and future plans	
Further information / Observations	https://rm.coe.int/german-sports-youth-lamby/1680a1538a

Title of the practice	Safeguarding Lead Officer
Country	United Kingdom
Organisation(s) responsible	National Society for the Prevention of Cruelty to Children (NSPCC) and Child Protection in Sport Unit (CPSU)
Main topic addressed	Welfare officer
Type of resource/practice	Systems of child safeguarding officers roles
Target group(s) (e.g., stakeholders of sport organisations, coaches, sport leaders, children, young athletes, Child Safeguarding Officers (CSO), victims/survivors, researchers...)	Child Safeguarding Officers
Target Sport level (High performance, competitive, grassroots, sport for all)	From grassroots to high level
Timing	Since 2022 to still going
Language	English
Brief description of the practice	The CPSU has created a cascade training approach for Child Safeguarding Officers, which is conducted by partner agencies and some sports organisations themselves.
Context and objectives	<p>Currently, all monthly meetings for national governing body training and Child Safeguarding Officer support, which typically last one hour, are being conducted virtually. Recent Child Safeguarding Officer support meetings have covered various topics, including:</p> <ul style="list-style-type: none"> - How to facilitate Youth Forums to give children a voice - Guidelines for sharing information with and from Statutory agencies - Understanding police investigations into child sexual abuse cases at a national level - Research and case management practices for serious child abuse cases - Addressing issues related to Child Sexual Exploitation <p>In addition to these meetings, the CPSU provides a duty service to support Child Safeguarding Officers during the working week (Monday to Friday). Outside of these hours and during weekends, the NSPCC Helpline is available to offer additional support and advice.</p>
Steps/activities of the practice	<p>The training courses cover a range of topics, including:</p> <ul style="list-style-type: none"> - Introduction to Case Management - Case Management and Addressing Poor Practice - Risk Assessment in Safe Recruitment - Ensuring Safety at Events - Safeguarding Measures for Virtual Sports Events - Drop-In Events - Training for Management Boards - Introduction to the role of a lead safeguarding officer within a National Governing Body (NGB) - Refresher courses for NGB lead safeguarding officers



Resources required	
Achievements and outcomes	
Challenges and limitations	
Follow-up ideas and future plans	
Further information / Observations	https://thecpsu.org.uk/help-advice/deal-with-a-concern/

