





## PILOT REPORT: EXECUTIVE SUMMARY

### Introduction

The Scottish Government's *National Guidance for Child Protection in Scotland*, 2014 highlights that those working in sport "*will often become significant role models and trusted people in a child's life*". This requires the right people for the role: those who put children and young people's safety and wellbeing first, who respect their rights and listen to and take into account their views. These committed individuals and groups need to be supported, informed and trained by well-managed and child-centred sports organisations that support, promote and safeguard children and young people's wellbeing.

The *Standards for Child Wellbeing and Protection in Sport* and accompanying self-evaluation tool have been developed by the Safeguarding in Sport<sup>1</sup> service for **sportscotland**, to enable sports organisations to put measures in place that help them on a journey to achieve these goals and beyond.

For the last 10 years, Scottish governing bodies of sport (SGBs) have been working with the *Minimum Operating Requirements (MORs)*. The MORs have been key in supporting SGBs to put in place and implement child protection policies and procedures at national and regional level. Implementation of the MORs are a condition of **sportscotland** investment for relevant SGBs.

While their content is still relevant, there is a need for progress and development in sport to take a much broader approach which is child centred and rights-based. It is believed that the *Standards for Child Wellbeing and Protection in Sport* will help to achieve this.

<sup>1</sup> The Safeguarding in Sport service (SiS) is a partnership between **sportscotland** and Children 1st and supports Scottish governing bodies of sport (SGBs) to support, promote and safeguard children and young people's wellbeing in sport.

## Process and Findings

Following the development of the *Standards for Child Wellbeing and Protection in Sport*, five SGBs participated in a working group set up to comment and advise on the application and practice in a Scottish sports context. A final draft, and accompanying self-assessment tool, were then piloted with a small number of SGBs and affiliated clubs.

A total of 10 SGBs and 10 clubs participated in the pilot. The SGBs' pilot commenced in July 2016. Analysis of the self-evaluations carried out by both SGBs and clubs shows a promising picture in that good progress has already been made in meeting some aspects of the *Standards for Child Wellbeing and Protection in Sport* (accumulative percentages were 79% and 71% respectively). This is an encouraging picture that indicates a firm foundation on which to base this work. It was acknowledged by the pilot group that the *Standards for Child Wellbeing and Protection in Sport* had the flexibility to address the varying needs and levels of development required by SGBs which are of differing size and resource.

One particular area that both SGBs and member bodies/clubs need to focus their work and attention on is actively listening to children and offering them opportunities to be involved in decisions that affect them. Of all the standards, both SGBs and clubs had the lowest accumulative percentage for this: 44% and 55% respectively.

Online surveys were used to gather views from participating SGBs and clubs on the *Standards for Child Wellbeing and Protection in Sport* and accompanying self-assessment tool. The responses were generally positive, with respondents agreeing that the *Standards for Child Wellbeing and Protection in Sport* reflected a child-centred approach and that they were useful in allowing them to understand what the organisation should have in place to protect children and safeguard their wellbeing in sport. It was highlighted that the *Standards for Child Wellbeing and Protection in Sport* gave a more focused approach, helped to raise the profile of child wellbeing and protection at board level and helped to identify areas of strength.

It was noted by both SGBs and clubs, however, that current workload and time constraints could be a challenge, which is amplified by individuals in SGBs and member bodies/clubs having multiple roles and clubs being predominately run by volunteers. Two of the clubs believed the *Standards for Child Wellbeing and Protection in Sport* to be too detailed and consequently would not be workable in smaller clubs. While the majority of member bodies/clubs in Scotland may embrace the *Standards for Child Wellbeing and Protection in Sport*, this view will inevitably be held by some. It is essential, therefore that the appropriate support is provided including education and awareness raising as to how the *Standards for Child Wellbeing and Protection in Sport*



## Conclusion

can be embedded in both practice and attitude to ensure that the best interests of children and young people always come first. It is acknowledged that the number of clubs that participated was low so conclusions that can be drawn about the picture across Scotland are limited. It is recommended, therefore, that further work is undertaken in this area to determine the best way to roll out the *Standards for Child Wellbeing and Protection in Sport* to member bodies/clubs.

This will help to inform SGBs on how best to support their member bodies/clubs and which method they use to roll out the *Standards for Child Wellbeing and Protection in Sport*. The expectation is that it will be down to each SGB to determine how best to do this, however, recommendations based on good governance and national best practice should be made available to SGBs in support of this.

Respondents suggested that the support they would find helpful in implementing the *Standards for Child Wellbeing and Protection in Sport* included an online tool for self-evaluation, policy guidance and templates, various training opportunities, background information, including case studies and forums to share ideas. It was also unanimously agreed by members of the working group that the most helpful approach to supporting them with implementation would be the dissemination of good practice in a meaningful way through a variety of mediums.

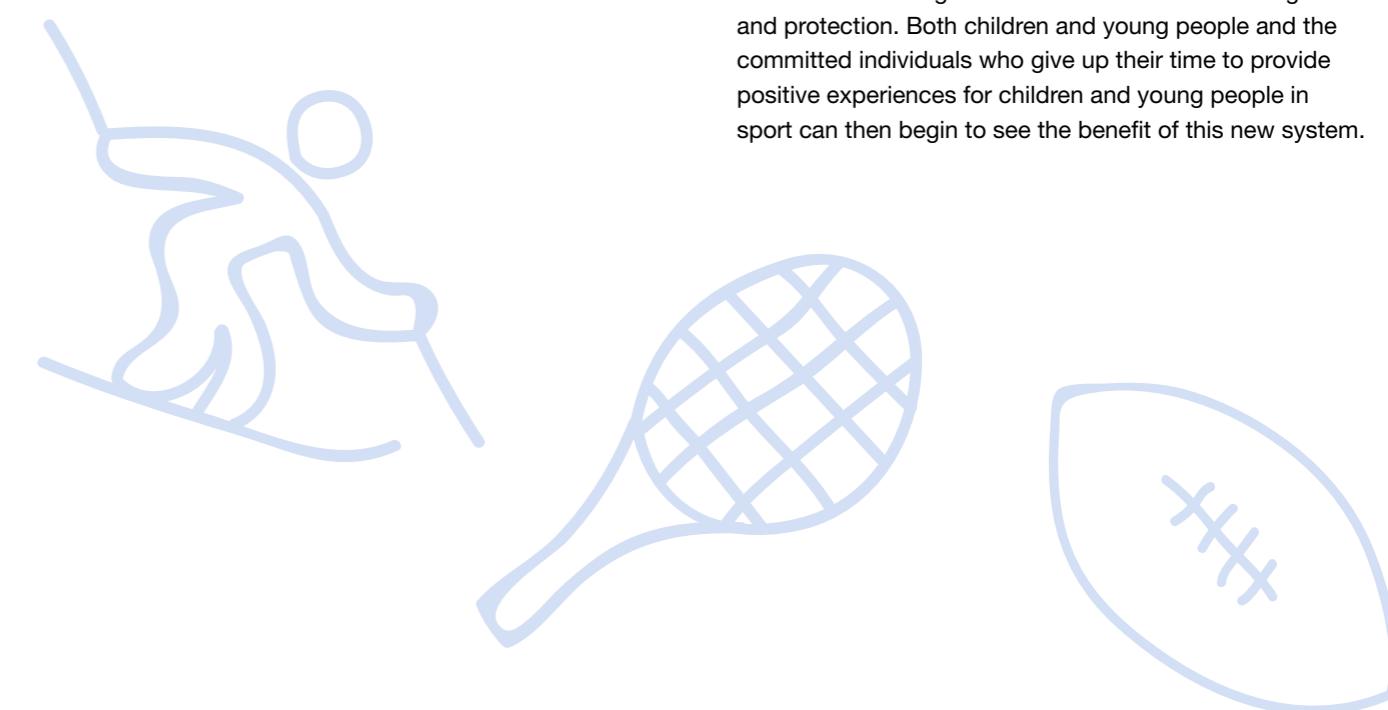
The pilot concluded that both SGBs and clubs viewed the standards as a very useful resource in allowing them to direct their efforts economically and reinforce the hard work and good practice already taking place. It is therefore recommended that the *Standards for Child Wellbeing and Protection in Sport* replace the current Minimum Operating Requirements (MORs).

Just as implementation of the MORs are a condition of investment for all SGBs that receive **sportscotland** funding, the pilot recommended that so too is implementation of the *Standards for Child Wellbeing and Protection in Sport*. This will help to ensure that child protection and wellbeing in sport remains a priority at national level.

In the current climate, where many historic cases of abuse in sport have come to light, there is increased energy around safeguarding and meaningful action taking place. This, alongside an ever evolving child protection landscape, has meant that the timing of the pilot has been beneficial in directing this energy and people are more open to change and moving this agenda forward.

The pilot made 12 recommendations in the report that identify action based on the development work and piloting of the *Standards for Child Wellbeing and Protection in Sport*.

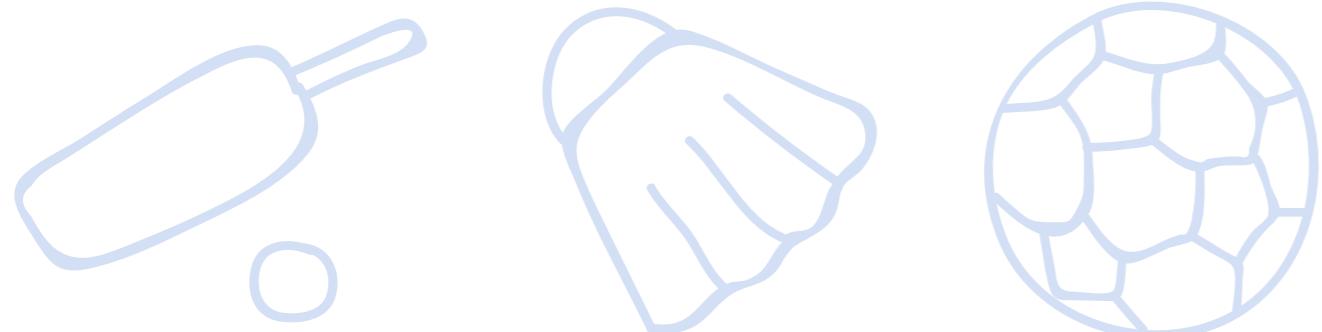
It is therefore important that the standards are launched and rolled out in a timely, well thought-out manner in order to build on this heightened interest in child wellbeing and protection. Both children and young people and the committed individuals who give up their time to provide positive experiences for children and young people in sport can then begin to see the benefit of this new system.



## STANDARDS FOR CHILD WELLBEING AND PROTECTION IN SPORT

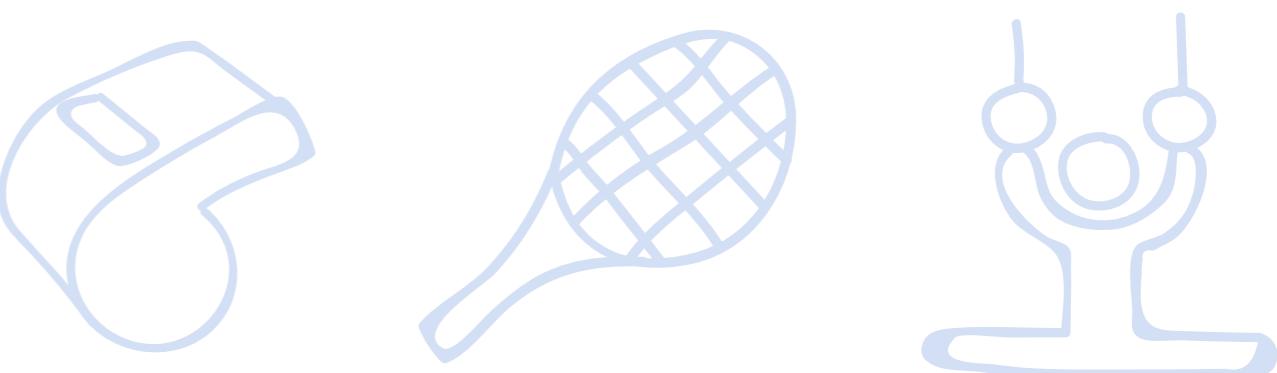
Minimum criteria for meeting each standard

A SPORTS ORGANISATION THAT PUTS CHILDREN'S WELLBEING FIRST:	
Standard	Minimum Criteria for meeting Standard [incorporates the original Minimum Operating Requirements (MORs*)]
<b>1 Every child is respected without discrimination</b>  We will treat all children with respect and without discrimination of any kind.  We always challenge discriminatory behaviour by another child or an adult.  Included / Respected / Safe	<p>1.1 All volunteers/staff working with children, parents/carers and children are aware of and signed up to their own code of conduct. (<b>MOR 3</b>)</p> <p>1.2 An equality policy is in place.</p> <p>1.3 An anti-bullying policy is in place.</p>
<b>2 Every child's wellbeing is promoted, supported and safeguarded</b>  The best interests of the child come first when we plan and make decisions.  We consider each child's circumstances individually and will always act quickly where there are concerns about their wellbeing.  Safe/ Respected / Nurtured	<p>2.1 Volunteers/staff working with children know what wellbeing means and what the SHANARRI indicators are.</p> <p>2.2 A procedure for responding to concerns is in place and volunteers/staff working with children know what to do and where to seek support when there is a wellbeing/child protection concern. All wellbeing and child protection concerns are dealt with promptly and the child's best interests are always paramount. (<b>MOR 6</b>)</p> <p>2.3 All volunteers/staff working with children are aware of and signed up to the good practice guidelines for safeguarding children in sport.</p> <p>2.4 All volunteers/staff working with children are aware of and signed up to the anti-bullying policy.</p> <p>2.5 There is at least one named contact, who is trained, and co-ordinates implementation of child protection policies, procedures and good practice, and is the person a child, parent/carer or volunteer/staff member can speak to should they have a worry or a concern about a child. (<b>MOR 1</b>)</p> <p>2.6 Volunteers/staff working with children are aware of and signed up to the code of conduct outlining appropriate behaviour and practice. (<b>MOR 3</b>)</p>



\*The Minimum Operating Requirements (MORs) are a set of 8 minimum criteria that sports organisations should have in place to protect children in sport.

A SPORTS ORGANISATION THAT PUTS CHILDREN'S WELLBEING FIRST:	
Standard	Minimum Criteria for meeting Standard (incorporates the original MORs)
<b>3 Every child is protected from abuse when taking part in our sport</b>  We take all reasonable steps to keep children safe.  We have procedures for people to raise and refer concerns from poor practice to possible abuse.  Safe / Respected	<p>3.1 All volunteers/staff working with children are aware of and signed up to the child protection policy, which sets out our commitment to keep children safe in our sport. (<b>MOR 2</b>)</p> <p>3.2 A Responding to Concerns procedure is in place and volunteers/staff know what to do when there is a wellbeing/child protection concern. All wellbeing and child protection concerns are dealt with promptly and the child's best interests are always paramount. (<b>MOR 6</b>)</p> <p>3.3 Volunteers/staff working with children are aware of and signed up to the code of conduct outlining appropriate behaviour and practice. (<b>MOR 3</b>)</p> <p>3.4 Those working with children have attended child protection awareness training. (<b>MOR 4</b>)</p> <p>3.5 There is at least one named contact, who is trained, and co-ordinates implementation of child protection policies, procedures and good practice, and is the person a child, parent/carer or volunteer/staff member can speak to should they have a worry or a concern about a child. (<b>MOR 1</b>)</p> <p>3.6 Volunteers/staff working with children, parents/carers and children know who the named contact is to speak to should they have a worry or a concern about a child. (<b>MOR 1</b>)</p> <p>3.7 A disciplinary procedure, which includes a process for referrals to the Children's List, is in place to deal with misconduct by a volunteer/staff member relating to a child. (<b>MOR 7</b>)</p>
<b>4 Every child has a say in our sport</b>  We involve children in decisions that affect them because we understand that taking into account what children say is important to their safety and wellbeing.  Included / Respected / Responsible	<p>4.1 Children are given opportunities to have a say about decisions involving them.</p> <p>4.2 Children are aware of the code of conduct. (<b>MOR 3</b>)</p> <p>4.3 Children are aware of what to expect from adults in sport who safeguard, promote and support their wellbeing.</p>



A SPORTS ORGANISATION WITH WELL SUPPORTED VOLUNTEERS/STAFF	
Standard	Minimum Criteria for meeting Standard (incorporates the original MORs)
<b>5</b> <b>Volunteers and staff working with children have been through a suitable appointment and selection process and are considered appropriate to work with children</b>  As volunteers and staff play a key role in safeguarding children, they should be appointed via a suitably rigorous selection process and those in regulated work must be members of the Protecting Vulnerable Groups Scheme.  Safe/ Healthy/ Achieving/ Nurtured/ Active/ Respected/ Responsible/ Included	<p>5.1 All individuals applying for a role (paid or unpaid) within the organisation are required to go through an appropriate appointment and selection process. (<b>MOR5</b>)</p> <p>5.2 Those in regulated work with children will be subject to a full PVG Scheme Record or update. (<b>MOR5</b>)</p> <p>5.3 In particular cases, a minimum of two named roles within the organisation will make appointment decisions.</p> <p>5.4 Those making appointment decisions access support, where appropriate, to help with decision making regarding appointment and selection decisions/PVG information.</p>
<b>6</b> <b>Volunteers and staff working with children are well supported to deliver our sport, whilst ensuring that children's rights are respected</b>  We provide all necessary information, guidance, training and support to anyone in our organisation working with, or who makes decisions about children.  Safe/ Healthy/ Achieving/ Nurtured/ Active/ Respected/ Responsible/ Included	<p>6.1 All volunteers/staff working with children are provided with an induction that covers all relevant child protection policies and procedures.</p> <p>6.2 Training on child protection and anti-bullying is promoted to those working with/making decisions about children. (<b>MOR 4</b>)</p> <p>6.3 Those working with children are provided with ongoing support to promote, support and safeguard children's wellbeing.</p> <p>6.4 Volunteers/staff working with children have access to at least one named contact, who has attended role specific safeguarding training, should there be any concerns about a child or another volunteer/member of staff. (<b>MOR 1, MOR 4</b>)</p>



A SPORTS ORGANISATION THAT IS WELL MANAGED	
Standard	Minimum Criteria for meeting Standard (incorporates the original MORs)
<b>7</b> <b>The sports organisation is managed well and accountable for keeping children safe in sport</b>  We make sure that our policies and procedures are up to date and fully implemented.  Our board/committee is accountable for all decisions made about children.  We build relationships within and outwith sport that support us to safeguard children.  Safe/ Healthy/ Achieving/ Nurtured/ Active/ Respected/ Responsible/ Included	<p>7.1 The board/committee promote, support and safeguard children's wellbeing within the organisation through a written commitment, including acknowledgment of accountability for the implementation of child protection policies and procedures. (<b>MOR 2</b>)</p> <p>7.2 The board/committee is aware of and has an understanding of safeguarding issues for children in sport.</p> <p>7.3 A clear management structure is in place which ensures accountability at all levels.</p> <p>7.4 A range of relevant, up to date, policies and procedures, that are endorsed by the board/committee, are in place to promote, support and safeguard children's wellbeing. (<b>MORs 1-8</b>)</p> <p>7.5 The management of child protection concerns is reviewed regularly. (<b>MOR 8</b>)</p> <p>7.6 The sports organisation makes contact/builds relationships with relevant organisations/individuals such as local police and social work services, SGB CPLO/club CPOs.</p>
<b>8</b> <b>The sports organisation evaluates how it safeguards children and makes improvements where necessary</b>  We review the management of all child wellbeing and protection concerns and adapt what we do where necessary.  We review our policies and procedures regularly to ensure they are fit for purpose.  Safe/ Healthy/ Achieving/ Nurtured/ Active/ Respected/ Responsible/ Included	<p>8.1 All child protection concerns are recorded and their management reviewed on a regular basis. (<b>MOR 6, 8</b>)</p> <p>8.2 Child protection policies/practices are reviewed 3 yearly, when legislation/government guidance changes or following an incident. (<b>MOR 8</b>)</p>



## PILOT REPORT: RECOMMENDATIONS

**1:**

The MORs are replaced by the *Standards for Child Wellbeing and Protection in Sport*.

**2:**

Wherever possible, children and young people have a say, and their views taken into account, in the development of resources and methods to support the implementation of the *Standards for Child Wellbeing and Protection in Sport*.

**3:**

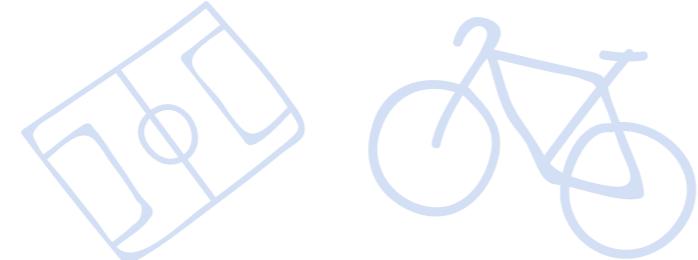
All **sportscotland** invested SGB's are migrated onto and working towards achieving the *Standards for Child Wellbeing and Protection in Sport* by end March 2018.

**4:**

The minimum criteria within the *Standards for Child Wellbeing and Protection in Sport* are made a condition of **sportscotland** investment in SGBs. An initial grace period prior to this condition being imposed, as agreed by **sportscotland** and Children 1st, should be set to allow SGBs time to implement the minimum criteria.

**5:**

A programme for roll-out of the *Standards for Child Wellbeing and Protection in Sport* is developed with key stakeholders and includes masterclass options for SGBs and an agreed date by which SGBs should be implementing the minimum criteria (following the initial grace period agreed in Recommendation 4).



**6:**

A protocol with an appropriate time cycle for assessment, as agreed by **sportscotland**, Children 1st and each SGB, is developed to assess the SGB's child wellbeing and protection work against the minimum criteria.



**7:**

The *Standards for Child Wellbeing and Protection in Sport* are fully implemented by member bodies/clubs. Prior to a timescale and process for this being set, however, the following is recommended:

- a. The club pilot is extended, to gain further insight into views on the *Standards for Child Wellbeing and Protection in Sport* amongst member bodies/clubs, and to inform the best way to develop a programme of support measures for implementation.
- b. Further consultation with key stakeholders, including SGBs, takes place to scope out the most effective method of implementing the *Standards for Child Wellbeing and Protection in Sport* at member body/club level and to determine a timeframe for roll out, taking into account the structure of each SGB and their existing support for member bodies/clubs.
- c. Discussions between Children 1st and **sportscotland** takes place to agree what the requirements of each SGB should be on the governance of their member bodies/clubs regarding child wellbeing and protection arrangements, the directives that should be imposed and how this will be evidenced and reported.
- d. A set of recommendations are provided, in the interim, by Children 1st to SGBs for action in order to support their member bodies/clubs in ensuring the safety and wellbeing of children and young people.

**8:**

An online self-assessment tool is financially resourced and developed in order to facilitate access, following a comprehensive scoping exercise, by a large number of groups including SGBs and member bodies/clubs.

**9:**

A full suite of accessible resources is developed in a variety of formats, including easy read versions, aimed at key stakeholders including SGBs, member bodies/clubs, children and young people and parents/carers.

**10:**

Engagement takes place with appropriate groups within each local authority area including SGBs, community sports hubs, HE/FE, local authority departments responsible for the development of sport, leisure trusts, local sports councils and child protection committees to raise awareness and support the implementation of the *Standards for Child Wellbeing and Protection in Sport*.

**11:**

Wherever possible, there is integrated working across the sports sector to ensure consistency and joined up working between the child wellbeing and protection agenda and other initiatives across policy and delivery within the SGB and within **sportscotland**.

**12:**

Relevant SGBs are encouraged to pool resources to recruit a Child Wellbeing and Protection Officer to work across those SGBs to implement the *Standards for Child Wellbeing and Protection in Sport*.

# THE CHILD



Children 1st  
SCOTLAND'S NATIONAL CHILDREN'S CHARITY

safeguarding in  
**sport**

**sportscotland**  
the national agency for sport

## Standard 1:

Every child is respected without discrimination

- We will treat all children with respect and without discrimination of any kind.
- We always challenge discriminatory behaviour by another child or an adult.

## Standard 2:

Every child's wellbeing is promoted, supported and safeguarded

- The best interests of the child come first when we plan and make decisions.
- We consider each child's circumstances individually and will always act quickly where there are concerns about their wellbeing.

## Standard 3:

Every child is protected from abuse when taking part in our sport

- We take all reasonable steps to keep children safe.
- We have procedures for people to raise and refer concerns from poor practice to possible abuse.

## Standard 4:

Every child has a say in our sport

- We involve children in decisions that affect them because we understand that taking into account what children say is important to their safety and wellbeing.

# Standards for Child Wellbeing and Protection in Sport

Safe • Healthy • Achieving • Nurtured • Active • Respected • Responsible • Included

# THE ADULTS

## Standard 5:

Volunteers and staff working with children have been through a suitable appointment and selection process and are considered appropriate to work with children

- As volunteers and staff play a key role in safeguarding children, they should be appointed via a suitably rigorous selection process and those in regulated work must be members of the Protecting Vulnerable Groups Scheme.

## Standard 6:

Volunteers and staff working with children are well supported to deliver our sport, whilst ensuring that children's rights are respected

- We provide all necessary information, guidance, training and support to anyone in our organisation working with, or who makes decisions about children.

# THE SPORTS ORGANISATIONS

## Standard 7:

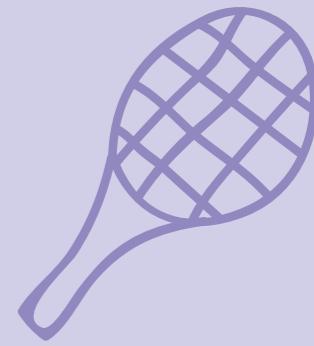
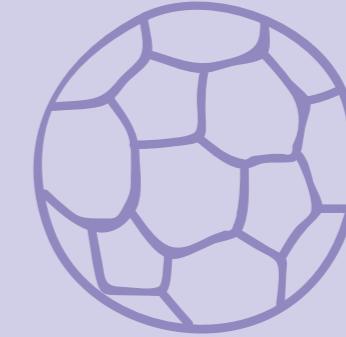
The sports organisation is managed well and accountable for keeping children safe in sport

- We make sure that our policies and procedures are up to date and fully implemented.
- Our board/committee is accountable for all decisions made about children.
- We build relationships within and outwith sport that support us to safeguard children.

## Standard 8:

The sports organisation evaluates how it safeguards children and makes improvements where necessary

- We review the management of all child wellbeing and protection concerns and adapt what we do where necessary.
- We review our policies and procedures regularly to ensure they are fit for purpose.



**"Children and young people will recognise what is in place for them, know what to expect from the people around them and understand who to speak to, having confidence to do this because they believe they will be listened to and action will take place."**

Ethics, Welfare and Conduct Officer, Scottish Gymnastics

**"This will be a very useful process...I particularly like the fact that this is a "live" document that will ensure safeguarding remains high on the agenda...I am delighted to note the real presence of the child in this document"**

Child Welfare and Protection Officer, Scottish Fencing

**"The new Standards will ensure the SHANARRI principles are embedded in scottishathletics and our clubs. Through the Standards this will ensure best practice within our sport"**

Head of Coach Development, scottishathletics

**"I believe the Standards are a positive demonstration of what sport recognises they need to do to embed a children's rights-based approach"**

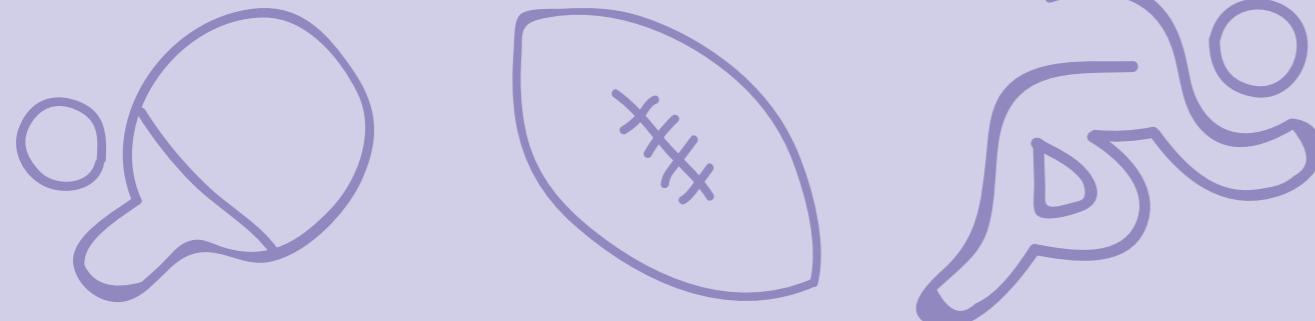
Child Wellbeing and Protection Manager, Scottish FA

**"The Standards have a positive child-centred approach that will allow organisations to prepare clear plans to address areas for development."**

Welfare and Safeguarding Director, Scottish Fencing

**"Working through this process (the Standards), has reminded us that children and young people should always be at the forefront of what we do in clubs"**

Astro Gymnastics Club





safeguarding in  
**sport**

**sportscotland**

For further information please contact:

**Safeguarding in Sport**

**Children 1st**

Academy Park  
8000 Gower Street  
Glasgow  
G51 1PR

Tel: 0141 419 1156

Email: [safeguardinginsport@children1st.org.uk](mailto:safeguardinginsport@children1st.org.uk)  
[www.safeguardinginsport.org.uk](http://www.safeguardinginsport.org.uk)



Registered Scottish Charity SC 016092

The **sportscotland** group is made up of **sportscotland** and the **sportscotland Trust Company** (National Training Centres). **sportscotland** incorporates the **sportscotland institute of sport**, the high performance arm of **sportscotland**.

**Head Office**

Doges, Templeton on the Green,  
62 Templeton Street,  
Glasgow G40 1DA

Tel 0141 534 6500  
Fax 0141 534 6501



[sportscotland.org.uk](http://sportscotland.org.uk)

© **sportscotland** 2017