



SPORT INTEGRITY  
AUSTRALIA

## Safeguarding in Sport



# SAFEGUARDING IN SPORT CONTINUOUS IMPROVEMENT PROGRAM

## Overview

Sport is part of the fabric of our communities and our involvement in sport takes many forms. We may participate at school, we may gather on the weekend to watch our children, family or friends participate at a club or we may simply choose to be at home and watch our favourite athletes compete.

All Australians should feel safe to participate in sport at any level and it is why Sport Integrity Australia has developed the **Safeguarding in Sport Continuous Improvement Program**. A Program that will provide sports with education, training, and ongoing support to ensure organisations are equipped to provide safe and inclusive environments for all members, including children.

### What is the Safeguarding in Sport Continuous Improvement Program?

The Safeguarding in Sport Continuous Improvement program, which was designed in partnership with sport, is a structured approach for ensuring children and members are protected from abuse in sport.

It is complimentary to the National Integrity Framework and provides a nationally consistent approach to child safeguarding and member protection across national, state and club level, that is tailored to each sport. Sport Integrity Australia acknowledges there is significant work required to transform the Framework's Member Protection and Child Safeguarding policies into practice, and to genuinely embed safeguarding into a sport's culture.

Sport Integrity Australia has developed the Safeguarding in Sport Continuous Improvement Program, in partnership with sport, to support national sporting organisations (NSO), national sporting organisation for people with disability (NSOD), state sporting organisations (SSO) and community affiliated bodies (associations/leagues and clubs) to implement these policies.

At its core, the Program aims to embed a culture of child safety and member protection across all levels of sport in Australia. The objectives are to:

- build the capacity and capability of Australian sporting organisations to keep children and members safe
- lead a cultural shift which prioritises the safety of children and members, by empowering every level of sport
- enhance organisational capability to respond to child abuse threats
- bolster community confidence that sports are safe for children and members
- enable sports to demonstrate their commitment to child safeguarding and member protection.

## How does it work?

The Safeguarding in Sport Continuous Improvement Program is critical to the ongoing development of integrity capabilities in sport across Australia. It reduces risk by supporting sporting organisations to implement best practice safeguarding practices and processes. The Program acknowledges that safeguarding is the collective responsibility of all and that no individual organisation can safeguard, protect and prevent harm to all children and members that participate in sport.

The Program consists of three phases – Recognise, Achieve and Embed. Each phase takes a collaborative approach to implement child safeguarding and member protection requirements across nine core themes – all of which are underpinned by the *National Principles for Child Safe Organisations* and better practice member protection processes.

## Steps to implementation

There are three simple steps to implementing the Program across the three phases of:

**Recognise, Achieve** and **Embed**.

### Step 1: Audit Questionnaire

Sport Integrity Australia conducts a purpose-built audit questionnaire in partnership with the NSO/NSOD at each phase of the Program:

- **Recognise Phase** to be completed by Sport Integrity Australia and the NSO/NSOD of the sport.
- **Achieve Phase** to be completed by Sport Integrity Australia and the NSO in collaboration with each SSO of the sport.
- **Embed Phase** to be completed by Sport Integrity Australia and the NSO/NSOD in collaboration with each SSO on behalf of affiliated bodies (associations / clubs) of the sport.

This process is designed to measure maturity of current practice against child safeguarding requirements (underpinned by the National Principles) and better practice member protection requirements. Every sport will begin the Program by completing the Recognise Phase NSO/NSOD Audit Questionnaire.

### Step 2: Action Plan Development

Following completion of the audit process, Sport Integrity Australia and the NSO/NSOD will develop a tailored action plan designed specifically to further mature child safeguarding and member protection practices and processes within that sport based on the identified needs/risks relevant to the Phase they are at.

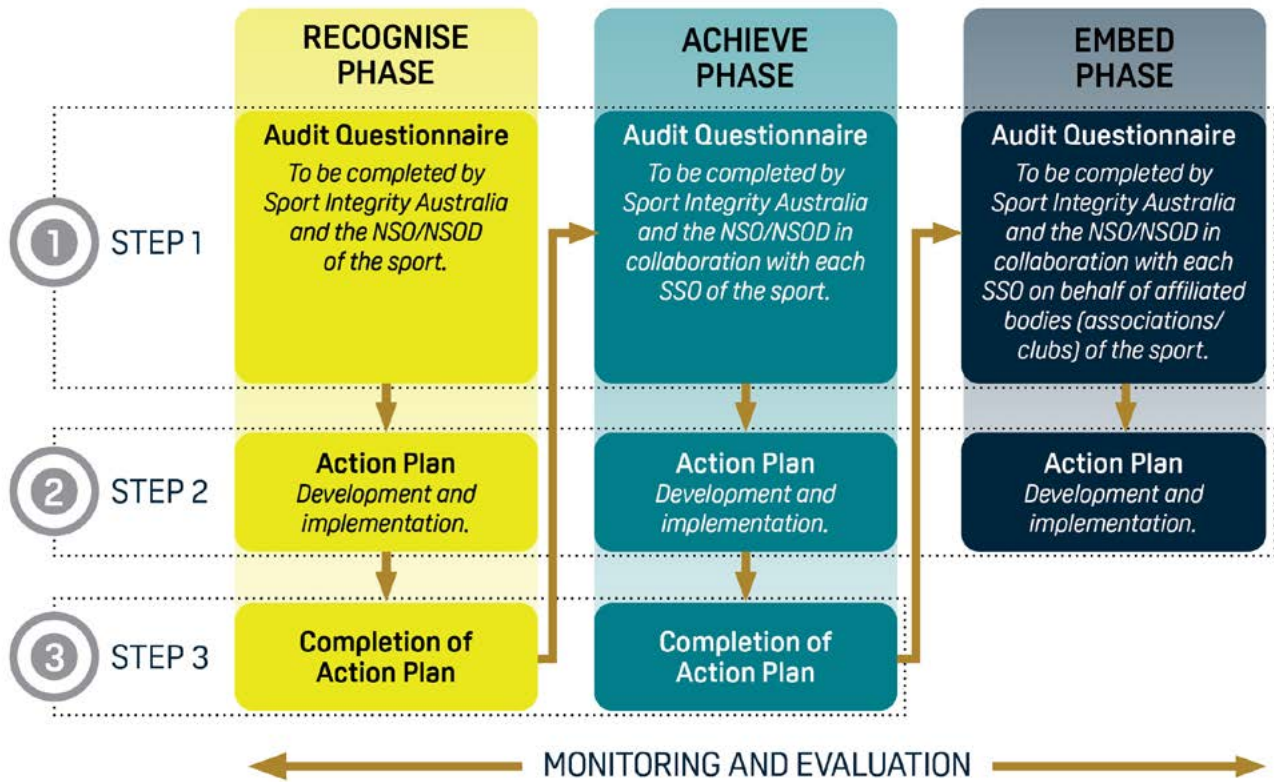
### Step 3: Implementation

Once the Action Plan is agreed to, Sport Integrity Australia will work in partnership with NSOs/NSODs to implement the Program through collaboration, leadership, education and access to supporting resources and tools.

In partnership with NSOs/NSODs and key stakeholders, Sport Integrity Australia will monitor progress and determine where an NSO/NSOD has demonstrated implementation of key actions which will trigger progress to the next phase, where the process will start again at Step 1.



Figure 1: Overview of the Safeguarding in Sport Continuous Improvement Program



## Support and Resources

Sport Integrity Australia will support sports through open and continuous engagement and communication in the following ways.

- Funding support to assist in implementing actions identified within a sports Action Plan.
- Dedicated Safeguarding team member from Sport Integrity Australia.
- External assurance over Safeguarding practices through an independent Auditor (KPMG).
- Tailored, sport specific action plans developed specifically to drive change across the sport.
- Six monthly formalised check-in meetings.
- Extensive safeguarding resources to support sports organisations, which will promote emerging examples of best practice from sports and safeguarding organisations.
- A nationally coordinated 'Safeguarding Communities of Practice'. This will be an optional forum of NSO/NSOD representatives and other key stakeholders, that will be convened no less than 3-times a year, in order to share learnings and initiatives and provides the opportunity for shared learning and peer support.
- Implementation of an external monitoring and evaluation framework led by WhereTo Research and Evaluation.

## What is the value to sport?

The Safeguarding in Sport Continuous Improvement Program aims to embed a culture of child safety and member protection across all levels of sport in Australia. The Program will generate value for sport by:

- **Publicly demonstrating a sport's commitment to child safeguarding and member protection** to its community and members.
- **Promoting oversight and transparency** by providing leaders and governing bodies of sport visibility and oversight of a sport's current child safeguarding and member protection maturity from an independent perspective, as well as oversight of the sport's plans to improve and mature.
- **Taking a risk-based, targeted, and tailored approach** to addressing each sport's needs through tailored action plans, with the support of Sport Integrity Australia.
- **Ensuring safer environments and better outcomes for all children and members** as a result of improved policies, processes, and practices, ultimately minimising the risk to children and members.
- **Fostering continuous improvement and accountability** by progressing the maturity of child safeguarding and member protection practices, and evolving these in ever changing environments.
- **Promoting a nationally consistent approach** underpinned by best practice child safeguarding and member protection, including alignment to the National Principles for Child Safe Organisations.
- **Supporting sports in meeting emerging and existing legislative and regulatory environments**, such as state/territory based Child Safe Standards.

## How does a sport get involved?

Participation is voluntary and the Safeguarding in Sport Continuous Improvement Program is open to any NSO or NSOD that is currently recognised by the Australian Sports Commission.

Participating sports must also identify a key contact who will have the management responsibility of the Program.

By signing up, sports can leverage expert resources, education and supporting materials from Sport Integrity Australia, as well as access to financial support to implement action plans.





## Roles and responsibilities

To be successful, the Safeguarding in Sport Continuous Improvement Program must be implemented in a collaborative way, where all key stakeholders are aware of their responsibilities and have genuine buy in and commitment to the Program. The ultimate accountability for participation in the

Program is led by the NSO/NSOD. The SSOs and affiliated bodies are also involved in the implementation of child safeguarding and member protection policies, processes, and systems at the grass roots level.



**NSOs/NSODs** will be responsible for:

- Signing up to the Program.
- Completing the Audit Questionnaires for the Recognise, Achieve and Embed phases and implementing the associated actions within the Program Action Plans.
- Working collaboratively with SSOs to complete the Achieve and Embed Audit Questionnaires and assisting SSOs to implement applicable actions within Program Achieve and Embed Action Plans, with an aim to influence cultural change at all levels of the sport.
- Working collaboratively with affiliated bodies (associations/clubs) to complete the Embed Audit Questionnaire and to implement applicable actions within the Embed Action Plan at the community level.

**SSOs** will be responsible for:

- Working with the NSO/NSOD during the Achieve and Embed phases to complete the respective Audit Questionnaires and implementing applicable actions from the Achieve and Embed Action Plans.
- Working with affiliated bodies (associations/clubs) to implement localised safeguarding practices during the Embed Phase.

**Sport Integrity Australia** will be responsible for:

- Working in partnership with NSOs/NSODs to implement the Program through leadership, collaboration, education and access to support resources and tools.
- Administering the Program, including continually improving the key elements of the program to ensure requirements and actions are aligned to industry leading practices and reflective of sector learnings.
- Monitoring and reporting on participation and progress of NSOs/NSODs including reporting to the Australian Sports Commission as part of the Annual Sport Performance Review process and the National Office for Child Safety.
- Providing educational resources to help support the implementation of the Program Action Plans.

## For more information

Safeguarding your members is everyone's business. Take the lead and find out more about the Safeguarding in Sport Continuous Improvement Program today by contacting [safeguarding@sportintegrity.gov.au](mailto:safeguarding@sportintegrity.gov.au).