

AUSTRIA

Country-specific roadmap for effective child safeguarding in sport policies



**Child safeguarding
in sport**

**” Up your game,
strengthen your squad!**

European Commission (Erasmus+) & Council of Europe (Enlarged Partial Agreement on Sport)

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Documents and Publications
Production Department
(SPDP), Council of Europe

Photos: Regis Suhner
Council of Europe
Layout: Insécable, Strasbourg

This publication has not been
copy-edited by the DPDP Editorial
Unit to correct typographical
and grammatical errors.

Council of Europe Publishing
F-67075 Strasbourg Cedex
<http://book.coe.int>

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INTRODUCTION

Sport is great for children. It brings joy, boosts self-esteem, teaches healthy habits and important life skills. Sport also creates a sense of belonging and supports children adhere to key values like fairness, teamwork, equality, discipline, inclusion, respect and integrity. Unfortunately, children can be at risk in a sports environment. Violence against children in sport, happens far too often in all countries, in all disciplines and from grassroots to elite sport.

Public authorities and sport organisations must overcome the narrative of denial, break down taboos and take concrete measures to protect children and prevent and respond to all forms of violence in sport. To achieve this, comprehensive child safeguarding policies and action plans must be urgently developed and efficiently implemented to keep all children¹ safe in sport.

“**Child Safeguarding in Sport**” (CSiS) is a European Union (EU) and Council of Europe (COE) joint project implemented from 1 March 2020 to 30 June 2022.² Its main aims are to guide and accompany partner countries towards developing effective child safeguarding policies to ensure safe, positive and empowering sport environments for all children. This is achieved through the provision of national tailor-made roadmaps that develop and implement child safeguarding policies. Central to the roadmap will be the establishment of the Child Safeguarding Officers (CSOs) who will be key players in the delivery of such policies.

Six countries are partners in the project: **Austria**, Belgium, Croatia, Israel, Norway and Portugal. All are supported by experts at national level and good practice examples³ from European countries, as well as expert consultants from Safe Sport International (SSI) – a non-governmental international organisation based in the United Kingdom.

In Austria, the lead as national co-ordinator has been taken by **100% Sport**, supported by an expert in this field at national level and by the international expert organisation SSI.

The project has the following main expected outcomes:

- ▶ Country-specific roadmaps for (more) effective child safeguarding in sport policies, including concrete steps for setting up CSO roles in sport.
- ▶ The development of competencies and skills amongst those who will have a role to play in implementing the roadmaps and setting up CSO roles.
- ▶ Equipping all those who can play a role in ensuring a safe sport environment for all children (CSOs, decision-makers, coaches, sport leaders, trainers, etc.) with resources and examples of good practice available from the updated and extended Online Resource Centre.⁴
- ▶ Providing opportunities for peer-learning, capacity-building and fostering exchanges between those who have a role to play in combating and preventing violence towards children in the field of sport through the establishment of a Pool of International Experts on Safe Sport.

1 In this document the term “children” is used to refer to those below the age of 18 years in line with the definition of who benefits from child safeguarding in sport.

2 Implementation of the CSiS project was initially planned for 1 March 2020 to 31 October 2021 but was extended to 30 June 2022 due to the COVID-19 pandemic.

3 The examples of good practice for the project came from Ministry of Education and Culture of Finland, Sport Ireland, NSPCC-CPSU, Dutch NOC*NSF, German Sport Youth.

4 The Online Resource Centre was established in 2017, under the “Pro Safe Sport+” project which shares practices and resources on preventing sexual violence against children in sport. Within the CSiS project, the Online Resource Centre will be updated and extended to cover all forms of violence and abuse against children in sport.



CHAPTER 1: TOWARDS CHILD SAFEGUARDING IN SPORT - DEVELOPMENT OF THE ROADMAP

A collaborative approach

One of the main outcomes of the CSiS project is the development of country-specific roadmaps. The roadmaps have been designed in a collaborative way, involving all the stakeholders that (can) have a role in protecting victims and preventing children from being harmed and abused in sport. This includes, but is not limited to, public authorities responsible for sport and children's rights, sports organisations, child protection agencies, people with lived experience of abuse in sport, specialist NGOs working with victims and survivors of abuse.

In each partner country two entities were set up.

- ▶ **A steering committee** led by the CSiS national co-ordinators (as one of the key stakeholders). This is a multi-agency and multi-disciplinary forum that engaged with the COE, the national experts/consultants and international experts in the design of the roadmap. This entity should ideally become a permanent co-ordinating forum for each country's long-term commitment to the implementation and further strengthening of child safeguarding in sport.
- ▶ **A core group** made up of the key members of the steering committee more closely engaged in the drafting process for the roadmap and consulting regularly with the steering committee. The COE project lead and the SSI expert have discussed progress of the roadmap development with national co-ordinators and national experts on a regular basis and provided support and guidance for the work of the core group.

Alongside support from international and national experts on safe sport the partner countries benefited from the sharing of good practice examples from European states who had successfully implemented systems including CSOs⁵.

The roadmap development methodology

The CSiS project designed a **methodology** that would accompany and support each partner country in the development of its roadmap. The methodology is an inclusive process that begins with desk research to undertake a needs and gaps assessment, followed by recommendations, mapping of stakeholders and discussions of expectations. These discussions then lead onto a self-assessment activity undertaken by national stakeholders of the current state of play and identification of measures to be taken in relation to five of the nine building blocks included in the "International Safeguards for Children in Sport"⁶. Once the actions are identified they are integrated into the roadmap.

The "International Safeguards for Children in Sport" describe what organisations need to put in place if they are providing sports activities for children. These safeguards which have been tested with over 50 sport organisations around the world were adapted for the CSiS project to reflect the inclusion of public authorities and other stakeholders in the development of a national strategic framework that ensured a multi-agency approach to safeguarding children in and through sport.

5 As part of the project, the series of webinars held by the COE showcased five successful CSO systems <https://pjp-eu.coe.int/en/web/pss/webinars>

6 <https://www.sportanddev.org/en/toolkit/child-protection-and-safeguarding/international-safeguards-children-sport>

The following **five priority building blocks** were considered particularly relevant for this project:

1. National policy framework for safeguarding and protecting children in sport
2. Partnerships
3. System and structure for responding to concerns about children and young people
4. Advice and support
5. Education and training framework
6. Although the project does not elaborate on them, partners were also encouraged to consider doing work regarding the additional building blocks:
7. Minimum operating standards/quality assurance frameworks
8. Guidelines for ethics and behaviour
9. Safe recruitment system
10. Monitoring and evaluation

The initial desk research on the needs and gaps assessment was conducted by SSI in collaboration with each partner country to identify their strengths, weaknesses, opportunities and threats in terms of developing a strategy and implementation plan for child safeguarding in sport.

In the case of Austria, analysis and recommendations were made concerning the top five building blocks listed above. Those recommendations made by SSI were shared at the initial round table meeting and became the foundation for the development of the roadmap.

Following feedback from the first round table, the CSiS Secretariat and SSI expert created a standardised planning document “Stages of the journey towards the roadmap”. The aim of this working document was to assist each country construct a more detailed self-assessment of how it was going to develop its roadmap.

The “Stages of the journey towards the roadmap” contained the following:

- ▶ Summary of the desk research findings
- ▶ SWOT(strengths, weaknesses, opportunities and threats) analysis
- ▶ Description of each building block with expectations and the recommendations from SSI
- ▶ Description of the steps to be completed, which include:
 - agreeing on values and principles
 - stakeholder mapping
 - setting the aims for each building block
 - agreeing who the key partners are
 - clarifying roles and responsibilities
 - setting priorities for the short, medium and long term and
 - creating an action plan.

The first draft of the roadmap was prepared based on information provided in the working document.

Development of the roadmap: the process

The following stakeholders agreed to join the country’s **steering committee**:

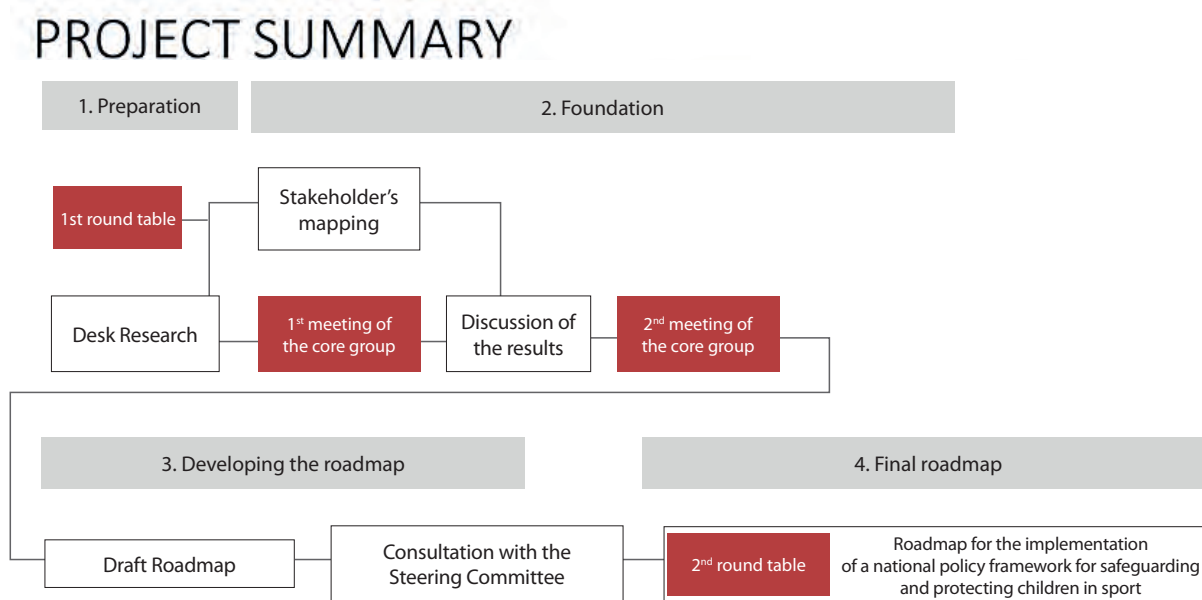
- ▶ Dieter Brosz, Lena-Maria Hofmayr (Ministry responsible for sport)
- ▶ Philipp Reiffenstein, Ursula Witzani, Miriam Urch (Fit Sport Austria)
- ▶ Sarah Ledermüller (Sport Austria)
- ▶ Anna-Maria Pollany (ÖOC Austrian Olympic Committee)
- ▶ Silvia Jury, Florian Sedy (ASVÖ - Umbrella organisation)

- ▶ Sylvia Laukes (ASKÖ - Umbrella organisation)
- ▶ Stefan Grubhofer, Alexandra Hoffmann (SPORTUNION - Umbrella organisation)
- ▶ Ingo Mach (ÖFB - Austrian Football Federation)
- ▶ Margit Straka (ÖBSV - Austrian Disability Sports Federation)
- ▶ Bernhard Zainzinger (Rugby Austria)
- ▶ Dunja Gharwal (Advocacy for children's and teenagers' rights)
- ▶ Astrid Winkler (ECPAT Austria)
- ▶ Rosa Diketmüller (Institute of Sport Science, University of Vienna)
- ▶ Andrea Engleder (ÖBS - Austrian Federation of sport psychology)
- ▶ Chris Karl (SAFE SPORT Unit Salzburg)

The core group member organisations were:

- ▶ Lena-Maria Hofmayr (Ministry responsible for sport)
- ▶ Dunja Gharwal (Advocacy for children's and teenagers' rights)
- ▶ Astrid Winkler (ECPAT Austria)
- ▶ Ingo Mach (ÖFB - Austrian Football Federation)
- ▶ Sarah Ledermüller (Sport Austria)
- ▶ Rosa Diketmüller (Institute of Sport Science, University of Vienna)
- ▶ Chris Karl (SAFE SPORT Unit Salzburg)
- ▶ Anna-Maria Pollany (NOC)

The process for the development of the roadmap is shown in Chart 1 below:



The first round table was held on 15 July 2020. The project was presented to the steering committee and the desk research findings were outlined. Participants had the opportunity to discuss the findings and start to identify the key strengths and weakness, opportunities and threats to developing their country-specific roadmap.

The following outcomes were expected:

- ▶ clear understanding of the roadmap development methodology
- ▶ based on the results of the desk research, concrete ideas (standards, actions, measures, role of the stakeholders, etc.) for improving the efficiency of the child safeguarding in sport policy

- ▶ agreement on the model for the roadmap, its core values and scope, as well as the role and responsibilities of the steering committee/intersectoral group members
- ▶ agreement on the model for CSO roles to be further discussed, its scope in relevant organisations, the prerequisite knowledge and skills and support needs.

The next step was the completion of the working document by the national co-ordinator and national consultant who worked closely with the core group and international consultant. The working document became the basis for drafting the roadmap.

The second round table took place on 1 September 2021 and the draft roadmap was presented to the steering committee. Participants had the opportunity to exchange information and share their expertise and views which were important for the finalisation of the roadmap. The discussion included the process of finalising the model for CSO roles, its scope in relevant organisations, the prerequisite knowledge and skills, and support needs. Following discussions the roadmap was finalised and approved by the steering committee (25 May 2022).

At the end of the process, national events were planned in each partner country to present and promote the roadmap.



CHAPTER 2: STATE OF PLAY AND RECOMMENDATIONS

This section outlines the main findings of the desk research and addresses each of the five priority building blocks for the development of child safeguarding in sport policies. In 2020, the SSI carried out desk research, together with the SWOT analysis which led to specific recommendations for Austria. Following those recommendations and the expectations defined for each building block, the core group conducted a self-assessment of the current “state of play”.

The main findings from the SSI desk research (2020) are as follows:

- ▶ Austria is a federal republic composed of nine federal provinces (Länder), which are responsible for sport and youth protection. This means that there are nine different sport laws and nine different youth protection laws.
- ▶ Austria has a complex sport system and structure and devolved sport and child protection systems throughout the nine federal provinces.
- ▶ There is no national legislation which specifically regulates child safeguarding in sport. Accordingly, no explicit links have been established between safeguarding laws/regulations at national level and the sport framework.
- ▶ There is no current national vision or action plan for safeguarding children in sport.
- ▶ Austria has four laws at federal level that focus specifically on the rights of children and their protection. Although they are all valid for sport, none of them mentions sport.
- ▶ The Federal Child and Youth Welfare Act regulates compulsory reporting for certain professional groups and institutions working with children. They have a duty to report suspected cases of child abuse to child and youth welfare agencies. This obligation does not include the organised sport system.
- ▶ The sport and safeguarding sectors largely operate independently – however some collaboration is emerging.
- ▶ Sport’s focus is predominantly on prevention of sexual harassment and abuse and on gender-based violence. The progress achieved in this area can be used to enhance child safeguarding.
- ▶ There is a need for a defined, holistic, child safeguarding standards framework (ideally as a minimum requirement for obtaining public funding).
- ▶ Child safeguarding and protection needs to be redefined within a children’s rights framework.
- ▶ Existing education and training can be built upon – preferably through the development of a skills framework for all roles in sport.
- ▶ CSO roles need to be part of a wider plan for safe sport.

The full version of the desk research prepared by SSI is available in the appendix.

SWOT Analysis

Strengths and Opportunities

- ▶ The strengths and opportunities in Austria include supportive federal (national) legislation regarding child protection which could be applied to sport if specific policy guidance were to be provided.
- ▶ The system for sports funding could have safeguarding requirements added.
- ▶ The experience of developing codes of conduct and education and training infrastructure for projects on gender-based violence and sexual violence prevention can be built upon.

- ▶ There are opportunities to share information about good practices from the Safe Sport Units which have already been set up in two federal provinces.
- ▶ There are opportunities to apply consistency and promote systematic links between sport, child protection centres (*Kinderschutzzentren*) and children and youth advocacy agencies (*Kinder-Jugend-anwaltschaften*) established in the federal provinces.
- ▶ The core group could benefit from more information about child protection centres, Safe Sport Units and children and youth advocacy agencies. This would include evaluation of their effectiveness which could inform the approach to the roadmap and its implementation. There may be a benefit in developing a model description of how sport could link to child protection centres and children and youth advocacy agencies.
- ▶ There are examples of cross-sectional networks which exchange knowledge on prevention and could provide opportunities for sport to engage with.
- ▶ 100% Sport has a track record in developing and delivering training (including cascade or multiplier models) for people in designated roles and working on similar initiatives related to sexual violence in sport.

Weaknesses and Threats

- ▶ The key weaknesses and threats primarily concern the fragmented nature of sport and child protection policy and systems across the nine federal provinces.
- ▶ Sport and child protection legislation, policy, systems and structures do not connect in a consistent way.
- ▶ Child safeguarding as a concept, is poorly understood and there is a gap in national awareness and action across all sectors. There is a significant initial challenge to raise awareness among all stakeholders of what is meant by safeguarding, why it is important and what all stakeholders can do to put safeguards for children in place.
- ▶ Sport law and policy need to be consistent to ensure all children are safeguarded. The lack of minimum standards for safeguarding in sport which are mandatory for funded sports, can cause inconsistent practice and increase the risk of deprioritising the topic of safeguarding among sport leaders and leaving children vulnerable to abuse.
- ▶ The case response system for reported concerns of abuse in sport, in partnership with statutory authorities, needs to be significantly strengthened. Without a robust reporting system, the CSO roles being put in place will inevitably face the challenges of working with an inadequate response system. This may lead to increasing children's vulnerability and potentially result in a failure to sanction/control the behaviours of those who harm or put children at risk.

BUILDING BLOCK 1: NATIONAL POLICY FRAMEWORK

Expectations

A policy framework is in place to ensure that all children and young people are safeguarded in and through sport.

This should include:

- ▶ agreed national values and principles based on a child rights approach
- ▶ a written policy document that demonstrates a commitment to safeguard children and sets out expectations of key stakeholders
- ▶ a multi-stakeholder approach supported by government departments and organisations with devolved responsibility for child protection and for sport
- ▶ an agreed action plan which sets out clear roles and responsibilities for implementation. Safeguarding children is everyone's business and no agency or organisation can provide effective safeguards on their own.

A multi-agency, multi-disciplinary approach is essential for successful outcomes for children.

NB: please cross-reference with Building Block 2: Partnerships

The **recommendations** made based on the desk research were as follows:

- ▶ There is a clear need for coherence of safeguarding policy from national level through all nine federal provinces. This will require close co-operation between the responsible Ministries for sport and child protection, 100% Sport, stakeholder engagement/consultation and communication between the State and the nine federal provinces. We would recommend the development of a national policy framework for safeguarding children in sport and an action plan to realise this.
- ▶ At national level, there should be a review of current legislation, government guidance, structures and systems to consider what needs to change or be built upon to realise the vision and mission of the roadmap to ensure every child is safeguarded in sport in Austria. The roadmap should be validated by the Ministry responsible for sport.
- ▶ The existing guidelines on sexual violence prevention and gender-based violence should be built upon and incorporated into overarching guidance on safeguarding children (and ideally adults) in sport.

Self-assessment by the steering committee (State of play 2021)

The sport structure in Austria is complex. An important partner organisation is 100% Sport. 100% Sport is entrusted by the Ministry responsible for sport to deal with issues of gender equality, including the prevention of sexualised violence. Recently, 100% Sport has also been entrusted to advance and handle child safeguarding in sport. While 100% Sport is not a part of the Ministry and operates as an independent NGO, it is financed by the Ministry.

Austria is a federal republic and the responsibility for sport and youth protection falls within the competence of the nine federal provinces. This means there are nine different sport laws and nine different youth protection laws. At national level, there are only the anti-doping laws and a national sport promotion law that regulates the distribution of national sport funding.

At national level, Austria has four laws which focus on the rights of children and their protection. None mention sport specifically, but they all are applicable to sport - Austrian General Civil Law/Code (ABGB), Federal Child and Youth Welfare Act (B-KJHG), Protection Against Violence Act (GewSchG) and the Criminal Code (StGB) which addresses the rights of victims of violence. The Federal Child and Youth Welfare Act regulates compulsory reporting for certain professional groups and institutions that work with children. They have a duty to report suspected cases to child and youth welfare agencies. This obligation does not apply to the organised sport system.

There are no explicit links between safeguarding laws/regulations at national level. There are no compulsory standards regarding safeguarding linked to the allocation of public funds. However, non-compulsory “standards”, guidelines and recommendations do exist. The brochure *Respekt und Sicherheit – gegen sexualisierte Übergriffe im Sport* (“Respect and Safety – against sexual abuse in sport”), published by the Ministry responsible for sport and 100% Sport includes “standards” on the prevention of sexual violence in the form of non-compulsory recommendations. This brochure is used as the basis for “Respect and Safety” training courses and workshops.

In Austria, there is no obligatory policy framework for safeguarding and protecting children in sport. In addition, there is no agreed action plan in Austrian sport for child safeguarding.

It is a challenge that no laws or regulations for child safeguarding in sport exist at the national level and that none of the safeguarding actions are mandatory. The development of a case-management system also needs further attention and action (See Building Block 3).

A cross-sectoral review of which legal changes are needed and which laws can be built upon to protect children in all areas including sport has been conducted and presented by ECPAT Austria in the framework of the EU Safe Places Project.

What is needed:

- ▶ National Policy Framework for safeguarding children in sport (and an action plan to realise this) validated at political level (ministry).
- ▶ Engagement and consultation between the national and provincial levels of government, sport and child protection agencies.
- ▶ Incorporation of existing guidelines on sexual violence prevention and gender-based violence into overarching guidance on safeguarding children (and ideally adults) in sport.

BUILDING BLOCK 2: PARTNERSHIPS

Expectations

Action is taken by key stakeholders at national level (public authorities responsible for sport, major sport organisations, children’s rights agencies, etc.) to develop partnerships that ensure children are safeguarded in and through sport and to promote and influence safeguarding developments.

This should include:

Inter-sectoral sport safeguarding partnership arrangements are in place at national strategic level and at relevant regional/provincial/local levels

Partnership arrangements cover distribution of safeguarding roles and responsibilities, and funding arrangements contain safeguarding criteria

Partnerships provide written guidance to their stakeholders on safeguarding expectations.

One **recommendation** made based on the desk research is as follows:

- ▶ The steering committee should become the long-term strategic group to drive forward the agenda for child safeguarding in sport. This group needs to formalise its terms of reference based on the best hopes (vision), values, principles etc. which were discussed at the round table.

Self-assessment by the steering committee (State of play 2021)

The steering committee involves those organisations which can play a role in the development/implementation of child safeguarding in sport policies. It comprises fifteen representatives of authorities from government, organised sport, child and youth organisations, sport science and sport psychology.

The following organisations are members of the steering committee: 100% Sport, Ministry responsible for sport, Fit Sport Austria, Sport Austria, ÖOC Austrian Olympic Committee, ASVÖ (umbrella organisation), ASKÖ (umbrella organisation), SPORTUNION (umbrella organisation), ÖFB -Austrian Football Federation, ÖBSV

- Austrian Disability Sports Federation, Rugby Austria, Advocacy for children's and teenagers' rights, ECPAT Austria, Institute of Sport Science, University of Vienna, and ÖBS (Austrian Federation of sport psychology).

The national co-ordinator, in consultation with the COE and the international expert, decided to adopt a model whereby a small core group involving the project co-ordinator, Ministry and subject experts will develop most of the ideas and work agreed by the steering committee.

According to the recommendation, the steering committee should become the long-term strategic group to drive forward the agenda of safeguarding in sport and oversee the development and evaluation of CSO training. Terms of reference need to be formalised based on the best hopes (vision), values, principles, etc. which were discussed at the first round table. 100% Sport will co-ordinate the committee's activities.

Consideration should be given to engaging with representatives from other relevant institutions and organisations including the Austrian Paralympic Committee (POC) and Special Olympics.

BUILDING BLOCK 3: SYSTEM AND STRUCTURE FOR RESPONDING TO CONCERNS ABOUT CHILDREN AND YOUNG PEOPLE

Expectations

Case response/management structure and system with step-by-step procedure will help ensure a prompt response to concerns about a child's safety or well-being.

This should include:

- ▶ National guidance about the systems and procedures that need to be in place in sports bodies to safeguard and protect children where there are concerns about a child. It should include and cover:
 - role and responsibilities of statutory agencies and sports bodies and how they should work together where there are concerns about safety or well-being of a child
 - how allegations against staff or volunteers (particularly where the person is in position of trust) will be managed between statutory and sport bodies.
- ▶ Minimum operating standards for case management systems which clarify expectations for sports bodies (this may be covered by national guidance which applies to all organisations, including sport).
- ▶ Sports bodies which receive public funding have clear written procedures and step-by-step guidance in place about what action to take if there are concerns about a child's well-being or protection. The guidance should be available to all stakeholders and provided in formats which are easily accessible.
- ▶ There is a focal point for reporting concerns within each organisation as well as signposting to sources of external help, advice (this may be the national CSO but also could be a component of an existing role which deals with the organisation's response to integrity complaints) and whistleblowing.
- ▶ Children and young people are provided with information about what will happen if they or their parents report their concerns.
- ▶ Processes are fair and transparent.
- ▶ Arrangements are in place to provide support to children, parents, volunteers and staff during and following an incident, reported concern/allegation and the end of disciplinary/statutory agency processes.

The **recommendations** made based on the desk research were as follows:

- ▶ At federal level there should be a coherent case response and case management structure and system for responding to concerns about children who have endured or may be at risk of significant harm and which addresses the needs of children in sport. The networks which currently share information on sport cases could be a vital source of help in strengthening the system.

- ▶ Within sport federations at all relevant levels there should be coherent guidelines on how concerns should be reported and responded to, including concerns about poor practice or bullying, which may not meet the threshold for statutory agency intervention.

Self-assessment by the steering committee (State of play 2021)

There is no sport-specific case response and case management structure and system in place for responding to concerns about children who may be at risk in sport.

Two of the nine federal provinces (Oberösterreich and Salzburg) have set up a Safe Sport Unit in their federal state sport organisation. The responsibilities and roles of these units differ. In the federal province of Vienna, a multi-sectoral group of mainly victim support experts handle the case management of some cases in sport. There are child protection centres (*Kinderschutzzentren*) and children and youth advocacy agencies (*Kinder-Jungendanwaltschaften*) in all nine federal provinces which regularly deal with “sport cases”. These organisations’ roles are regulated by law. In some federal provinces, a cross-sectoral network has been established to exchange knowledge on prevention measures in sport.

A coherent case response and case management structure and system for responding to concerns about children who have endured or may be at risk of significant harm should be established at the national level. This system should address the needs of children in sport.

Within sport federations at all relevant levels there should be coherent guidelines on how concerns should be reported and responded to, including concerns about poor practice or bullying, which may not meet the threshold for statutory agency intervention.

BUILDING BLOCK 4: ADVICE AND SUPPORT

Expectations

Arrangements are in place for children and young people to be provided with advice and support, including information on where to go for help if they are experiencing abuse or violence. Arrangements also need to be in place for adults and people with responsibility for safeguarding in sport when seeking advice and support.

This should include:

- ▶ Children and young people are provided with information in relevant media about their rights and where to go for help if they have worries.
- ▶ Designated officer functions and roles at appropriate levels from Ministry right through the sport system are in place – including CSO role(s) in sports bodies.
- ▶ Access to support and advice for people with responsibilities for safeguarding children in a broad sense (adults, coaches, sport leaders, etc.).
- ▶ Access to support and advice for people in CSO roles.

Note: Education and training are addressed in Building Block 5.

The **recommendations** made based on the desk research were as follows:

- ▶ In relevant Ministries, there should be a requirement to include responsibility for child safeguarding in their portfolio and to appoint one or more responsible staff members whose job description requires them to be a focal point for child safeguarding in sport.
- ▶ Sport umbrella bodies should have a designated focal point to lead work on safeguarding children in sport and should receive relevant training to undertake this role. People with responsibility for making future funding decisions based on safeguarding criteria would also need training to assess whether the evidence presented by sport organisations meets the criteria.

- ▶ Advice and support to children and adults reporting current and non-recent abuse as children, needs to be clearly signposted. This should include information about a range of options from the CSO roles in sport to independent NGO and state child protection services. Children need to be provided with information about their rights and what to do if they are worried.
- ▶ The steering committee needs to decide on the role descriptions for people with designated safeguarding officer responsibilities from Ministry to club level and prioritise who needs training first. National level roles will require greater knowledge and enhanced skills and competencies in comparison with those at grassroots level. When the role descriptions are complete, core person specifications describing candidates' prior knowledge, skills, qualifications, experience and competencies can be developed. Recruitment should involve a thorough process which includes interviews, qualification verification and background checks.
- ▶ The steering committee needs to make decisions based on exploring good practice examples from other countries.

Self-assessment by the steering committee (State of play 2021)

There is no sport-specific safeguarding advice and support system.

A webpage on safe sport exists listing the contact details of various support organisations and is promoted through a poster campaign "Silence supports the wrong ones". In addition, "Safe Sport Austria" information should be displayed in all local sports clubs and all people involved in sports clubs, including children, should be informed.

Clear advice and support systems should be put in place for children and adults, including those reporting non-recent cases of child abuse, as well as information for children about their rights and what to do if they have concerns.

At national level, the role of "multipliers" has been created. The "multipliers" – employees or volunteers of sport associations and clubs who want to advance the work on greater respect and safety in sport – are trained to provide information on the prevention of sexualised violence. However, they would need further training to take up the role of a CSO. See the self-assessment section of Building Block 5 for more details.

It is critical to have designated focal points and/or safeguarding officers responsible for child safeguarding in sport in all relevant ministerial/governmental departments, sport umbrella organisations, governing bodies and at local level, to lead the work on this topic. Appropriate training must be provided, and role descriptions must align with responsibilities within the respective organisation (from ministry to club/local level) recognising that roles at national level will require greater knowledge and enhanced skills and competencies compared with those at grassroots level. As such prioritising is needed to determine which level needs to be trained first. Core specifications describing prior knowledge, skills, qualifications, experience and competencies of candidates should be defined and a comprehensive recruitment process involving interviews, qualification verification and background checks is necessary.

It is important that support services for victims/survivors of abuse and their families are in place before promoting the CSO roles at any level.

BUILDING BLOCK 5: EDUCATION AND TRAINING FRAMEWORK

Expectations

Everyone with responsibilities in sport for children and young people has access to information, education and training to help them fulfil their roles in safeguarding children in and through sport including coaches, sport leaders, managers and volunteers. Those with specialist roles, such as CSOs, will need a higher level of training.

This should include:

- ▶ Core competencies are agreed and provide the base from which to develop curricula for training courses for all roles.
- ▶ Training courses are available to all who need them from approved training providers.
- ▶ Training providers (organisations and trainers) meet core competencies.
- ▶ Specific training framework for CSOs is in place.

The **recommendations** made based on the desk research were as follows:

- ▶ Ideally there should be a national framework for education and training in sport which sets out minimum standards for the range of different roles. Safeguarding children (and adults) should be included as a core component for the vast majority of (if not all) roles with content tailored to the requirements of the role. This may be a longer-term aim given the priority to create the national CSO roles which will lead the work going forward. The CSO role may need to be renamed to move away from the militaristic connotations of “officer” in Austria.
- ▶ Before undertaking CSO roles, people should take a basic safeguarding awareness course. There is significant opportunity to adapt existing foundation training being delivered by different stakeholders. A seamless pathway needs to be created so learning on different integrity issues/projects such as Respect and Safety and Trust Persons is seen as part of a coherent approach. Decisions need to be made about the feasibility and desirability of combining the CSO role with existing roles from other programmes.
- ▶ Further work needs to be done to create the CSO training delivery model which includes mapping the size of demand, potential providers and the resources (financial and human) required. This information needs to be put into an implementation plan with SMART objectives. We would recommend prioritising a pilot at each level so content can be reviewed and refined based on stakeholder feedback.

Self-assessment by the steering committee (State of play 2021)

Resources for basic awareness training on the prevention of sexual violence in sport have been developed including the “training for trainers” course.

Since 2017, 100% Sport has been offering “Prevention of Sexualised Violence” training courses for experts with relevant expertise in psychology and sport who are now available as speakers and workshop leaders for sport organisations. The speakers must meet several requirements to be listed as 100% Sport speakers for the course. Against the background of the “Respect and Safety” initiative the three umbrella organisations (ASKÖ, ASVÖ, SPORTUNION), Sport Austria and 100% Sport have been offering training for designated “multipliers” from sport organisations. Multipliers are employees or volunteers of sport associations and clubs who want to advance the work on greater respect and safety in sport. They are contact persons for questions on the topic of respect and safety and refer those affected to expert facilities, if necessary. They help to anchor the prevention of sexual violence in the structures of sports organisations.

The tasks of multipliers:

- ▶ Providing advice on preventive measures
- ▶ Networking with victim support organisations and advice centres

- ▶ Supporting associations in organising training courses
- ▶ Preventing sexual violence in sport.

There is a co-ordinator in all three of the national umbrella sport organisations and the Austrian Disability Sports Federation (ÖBSV) who co-ordinates the “multipliers” of the federal organisations (these four national organisations are supposed to have nine federal province organisations – 4x9 multipliers). To date, all four national organisations have trained and networked with their multipliers separately. From the 60 national elite sport associations, only 30 have sent someone to a 100% Sport/Sport Austria “Multiplier” training course. It is recommended that every sport association should designate a multiplier and/or name a contact person on their web page yet no network meetings or further training for the “multipliers” of elite sport associations have taken place. In the federal province of Salzburg, the Safe Sport Unit of the provincial government requested all provincial elite sport associations to name a trust person. Thirty-three organisations have complied with this request and further information about the trust role can be found in Appendix 4 of the desk research.

As of 2021, there are 35 speakers/workshop leaders in the nationwide network, 30 multipliers in elite sport, 33 multipliers at the grassroots level and 33 trust persons in the province of Salzburg making a total of 131 people.

Concerning education and training:

Sport Austria provides information and a 30-minute basic lesson free of charge for all its members and a four-hour course for staff and volunteers of sport organisations which is available three times a year.

100% Sport offers a one-day multiplier training course twice a year (free of charge). The umbrella organisations have included basic “Respect and Safety” information in a two-hour session on sport and societal issues in their basic sports coach courses. The Austrian Sport Academy has begun to include awareness training in some of its courses.

All the listed courses are based on the concepts presented in the brochure “Respect and Safety” produced by the 100% Sport working group. Currently, the materials do not have an explicit child safeguarding focus but rather a general approach to safeguarding. The 100% Sport speakers have held courses on sport and safety for athletes, parents, coaches and board members.

In the short term, national education and training for CSO roles should include a basic safeguarding awareness course in addition to the existing foundation training, adapted to fit the needs of the role. Gaps in education and training for coaches should also be addressed to include child safeguarding in sport materials and curricula.

It is necessary to develop the national framework for education and training to include safeguarding children in sport.

A CSO training delivery model (mapping the size of demand, setting out minimum standards for the range of different roles, the potential providers, and resources required – financial and human) and an implementation plan are necessary. Pilot courses should be established.



CHAPTER 3: STRATEGY FOR SAFEGUARDING AND PROTECTING CHILDREN IN SPORT

This section sets out the strategy for consolidating each building block in the roadmap step-by-step. It is an action-oriented strategy which considers the identified expectations and recommendations made for each building block, as well as the state of play (all presented in Chapter 2: State of Play and Recommendations).

A huge amount of detailed work has already been completed by the core group and this will form the basis of the final action plan.

This strategy reflects the following main aspects:

- ▶ What is needed to fully meet the requirements of the key elements of each building block
- ▶ The aims and objectives of the child safeguarding in sport strategy
- ▶ The key milestones and the stakeholders that should be involved.

BUILDING BLOCK 1: NATIONAL POLICY FRAMEWORK

Safeguarding children can only be effectively achieved by a multi-agency and multi-disciplinary approach with Ministries, child protection agencies and sport organisations collaborating with all key stakeholders such as expert NGOs, affected persons, parents and young people themselves. At a strategic level there is a need for a national policy framework which brings key stakeholders together. This needs to be underpinned by clear values (what we believe) and principles (how we apply the values in practice).

The values and principles identified by the steering committee will guide the development of the policy framework, its aims and expected achievements. They will also be integrated into the steering committee's terms of reference.

Values

Austria subscribed to the UN Convention on the Rights of the Child in January 1990. This underlines the responsibility of the Austrian Government to support child protection in all policies.

- ▶ This child-centred approach is fundamental to safeguarding and promoting the welfare of every child. A child-centred approach means keeping the child in focus when making decisions about their lives and working in partnership with them.
- ▶ The welfare, safety and rights of all athletes is the central consideration in the administration and delivery of sport.
- ▶ Children and young people have a right to enjoy sport, free from all forms of abuse, exploitation and poor practice.
- ▶ All children and young people have equal rights to protection from harm.
- ▶ All children and young people should be encouraged to fulfil their potential and inequalities should be challenged.
- ▶ Everybody has a responsibility to support the care and protection of children.
- ▶ Sporting organisations have a duty of care to children and young people who take part in sport.

Principles

- ▶ Child-centred approach.
- ▶ Well-being before performance.
- ▶ Participation of children in the development of resources.

Besides the focus on children and young people the National Policy Framework is also considering what is needed to safeguard adult athletes based on a human rights approach. As such some resources are intended to be more comprehensive, include a wider target audience and ensure seamless safeguarding arrangements for all.

Aims and priorities

- 1.1 The National Policy Framework on safeguarding children in sport is developed and adopted.
- 1.2 An action plan to set out clear aims, actions, roles and responsibilities for implementation is created and approved.
- 1.3 The general public and sport community are aware of the importance of safeguarding children in and through sport.

Stakeholders to be involved and their role and responsibilities

Stakeholders	Role and responsibilities in the achievement of the goals
Ministry responsible for sport	Initiator and subsidiser of 100% Sport. Initiator of co-operation with the other Ministries responsible. Discuss, approve and endorse the National Policy Framework.
100% Sport	Call, collect and systematise the contributions made by stakeholders. Design, prepare and present drafts for the National Policy Framework and action plan.
ECPAT Austria, child and youth advocacy	Contribute to the preparation of drafts.
Austrian Football Federation	Participate in the development of drafts.
Sport organisations (Sport Austria)	Validate the documents.
Federal sport organisations and regional governments (municipalities)	Validate the documents.

Key milestones and actions needed

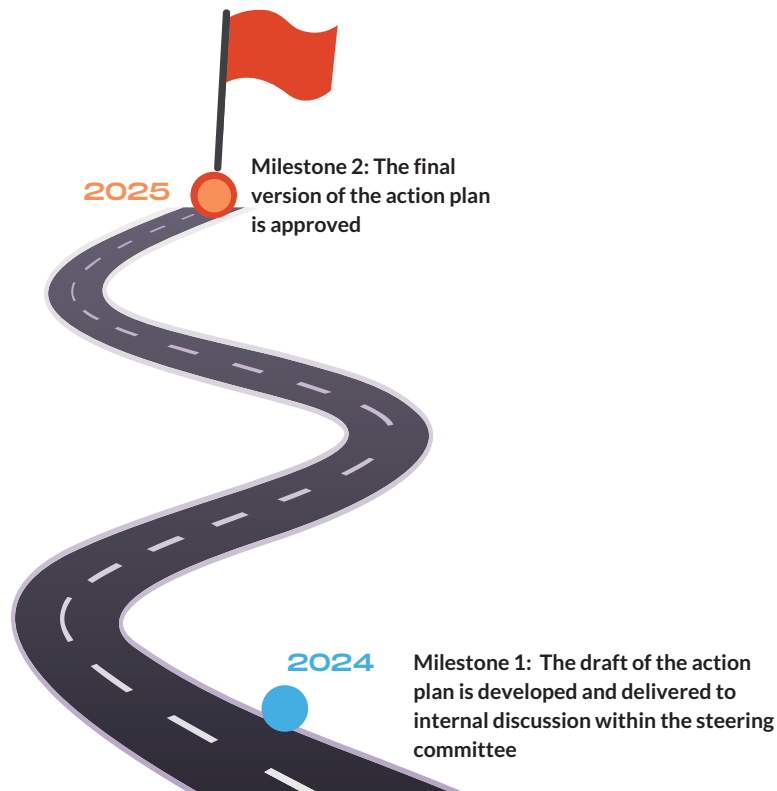
Aim 1.1. The National Policy Framework on safeguarding children in sport is developed and adopted.



Key milestones	Actions needed	Timeline				
		2022	2023	2024	2025	2026
1.1.1. The draft of the National Policy Framework is delivered for public consultation.	1.1.1.1. Establish the team for designing the National Policy Framework.					
	1.1.1.2. Design the methodology of the National Policy Framework and a timeline of tasks and responsibilities.					
	1.1.1.3. Design the methodology for the public consultation.					
	1.1.1.4. Design the National Policy Framework.					
	1.1.1.5. Deliver the National Policy Framework for public consultation.					
1.1.2. All the public contributions are collected, reported and integrated in the National Policy Framework final version.	1.1.2.1. Publish the call for public contributions by stakeholders and the methodology.					
	1.1.2.2. Collect the contributions from stakeholders.					
	1.1.2.3. Systematise and integrate the contributions produced.					
	1.1.2.4. Design a report justifying the changes made to the draft version.					
	1.1.2.5. Deliver the National Policy Framework to the Ministry.					

1.1.3. The policy is approved and endorsed by the Ministry.	1.1.3.1. The Ministry discusses the National Policy Framework.					
	1.1.3.2. The National Policy Framework is reviewed according to the statements of the Ministry.					
1.1.4. The National Policy Framework is published, promoted and distributed to relevant audiences.	1.1.4.1. The National Policy Framework is published by the Ministry in all official sources.					
	1.1.4.2. The National Policy Framework is sent to all stakeholders asking for dissemination at different levels.					
	1.1.4.3. A press release on the National Policy Framework is sent to the national media.					

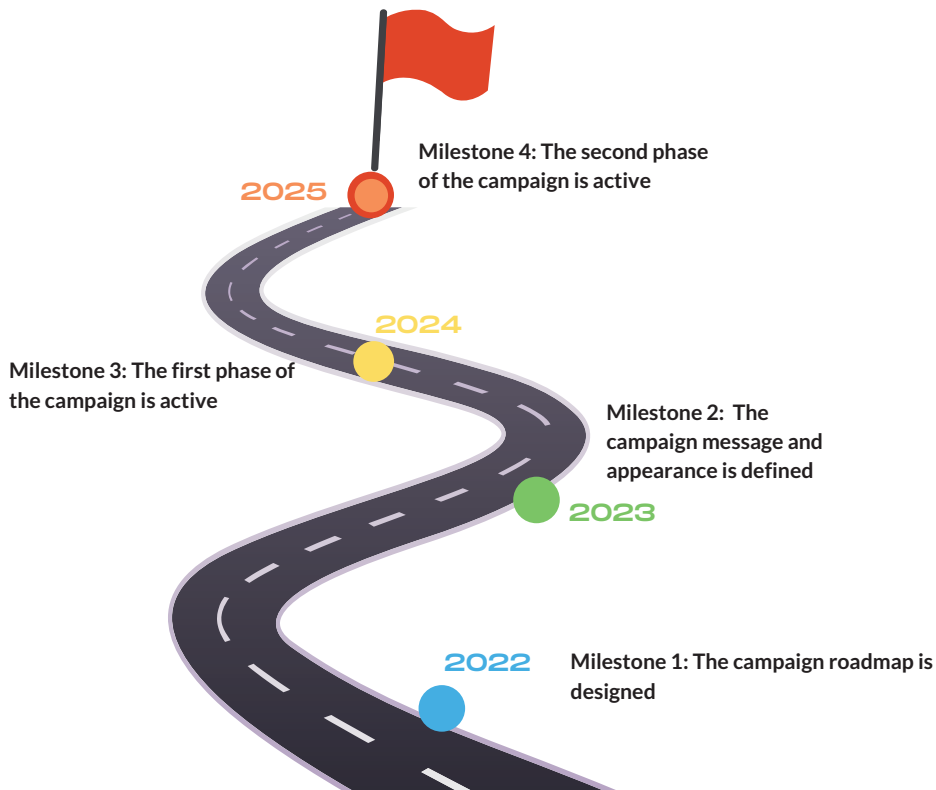
Aim 1.2. An action plan to set out clear aims, actions, roles and responsibilities for implementation is developed and approved.



Key milestones	Actions needed	Timeline				
		2022	2023	2024	2025	2026
1.2.1. The draft of the action plan is developed and delivered for internal discussion within the steering committee.	1.2.1.1. The team responsible for designing the action plan is assigned.					
	1.2.1.2. The action plan is designed and its draft version is delivered.					

1.2.2. The final version of the action plan is approved.	1.2.2.1. The draft version of the action plan is delivered to the steering committee for discussion.					
	1.2.2.2. The final version of the action plan is designed, integrating the contributions of the steering committee.					
	1.2.2.3. The final version is validated by the steering committee.					
	1.2.2.4. A press release on the national action plan is sent to the national media.					

Aim 1.3. The general public and the sport community are aware of the importance of safeguarding children in and through sport.



Key milestones	Actions needed	Timeline				
		2022	2023	2024	2025	2026
1.3.1. The campaign roadmap is designed.	1.3.1.1. The team responsible for designing the campaign roadmap is appointed.					
	1.3.1.2. The campaign roadmap is delivered to the steering committee for discussion.					
	1.3.1.3. The campaign roadmap final version is validated.					
1.3.2. The campaign message and appearance is defined.	1.3.2.1. The campaign's appearance is proposed.					
	1.3.2.2. The campaign's appearance is discussed.					
	1.3.2.3. The campaign's appearance is validated					

1.3.3. The first phase of the campaign is active.	1.3.3.1. The first phase of the campaign is designed.				
	1.3.3.2. The resources to be used in the first phase of the campaign are produced.				
	1.3.3.3. The first phase of the campaign is launched.				
1.3.4. The second phase of the campaign is active.	1.3.4.1. The second phase of the campaign is designed.				
	1.3.4.2. The resources to be used in the second phase of the campaign are produced.				
	1.3.4.3. The second phase of the campaign is launched.				

Potential obstacles

The nine federal provinces act independently. Sport legislation is a responsibility of the federal provinces.

Solution: All stakeholders from the federal provinces should be included in the national policy-making process.

BUILDING BLOCK 2: PARTNERSHIPS

It is essential for children and young people that the adults in their community – both as individuals and in organisations - work together to ensure they are safeguarded and protected. Therefore organisations need to ensure a collaborative approach from national to local levels is established in clearly defined partnerships where everyone understands their role, responsibilities and contribution. Multi-disciplinary and multi-agency collaboration is the basis for a successful safeguarding system.

There is a well-established network for the prevention of sexualised violence in Austria. Strengthening and building upon these partnerships is a critical step to meeting the aims of this building block.

Aims and priorities

- 2.1 The steering committee for the design of the National Policy Framework is established.
- 2.2 Arrangements for the inter-sectoral sport safeguarding partnerships (i.e. working groups) are in place.
- 2.3 Partnerships are in place for the implementation of the CSO roles at all levels.
- 2.4 Local partnership models are defined and in place to ensure the delivery of the national action plan.

Stakeholders to be involved and their role and responsibilities

Partnerships to be built/improved	Role and responsibilities of the different stakeholders in the achievement of the goals
Ministry responsible for sport	Initiator and subsidiser of 100% Sport. Initiator of cooperation with the other Ministries responsible - federal provinces and municipalities.
100% Sport	Call, collect and systematise the contributions made by the stakeholders. Organise meetings and round tables.
Child and youth advocacy	Contribute to the preparation of drafts.
Austrian Football Federation	Participation in events, partnerships and implementation of actions in its field of competence.
Sport organisations (Sport Austria)	Implementation of actions in its field of competence.
Federal sport organisations and regional governments (municipalities)	Implementation of actions in its field of competence.
National Olympic Committee	Implementation of actions in its field of competence.
NPC, Disabled Sports Association	Implementation of actions in its field of competence.
Fit Sport Austria	Implementation of actions in its field of competence.

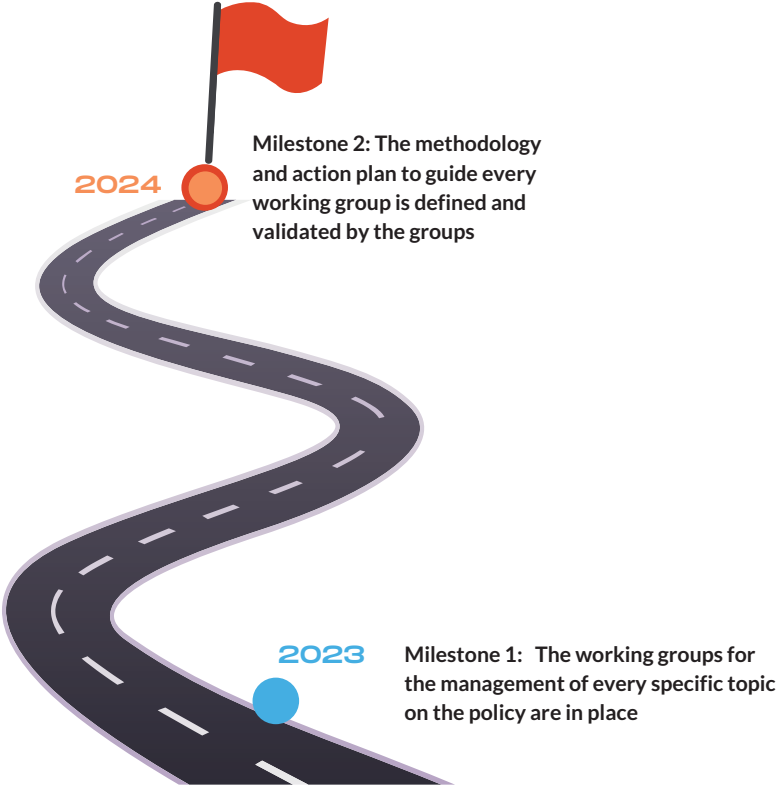
Key milestones and actions needed

Aim 2.1. The steering committee for the design of the National Policy Framework is established.



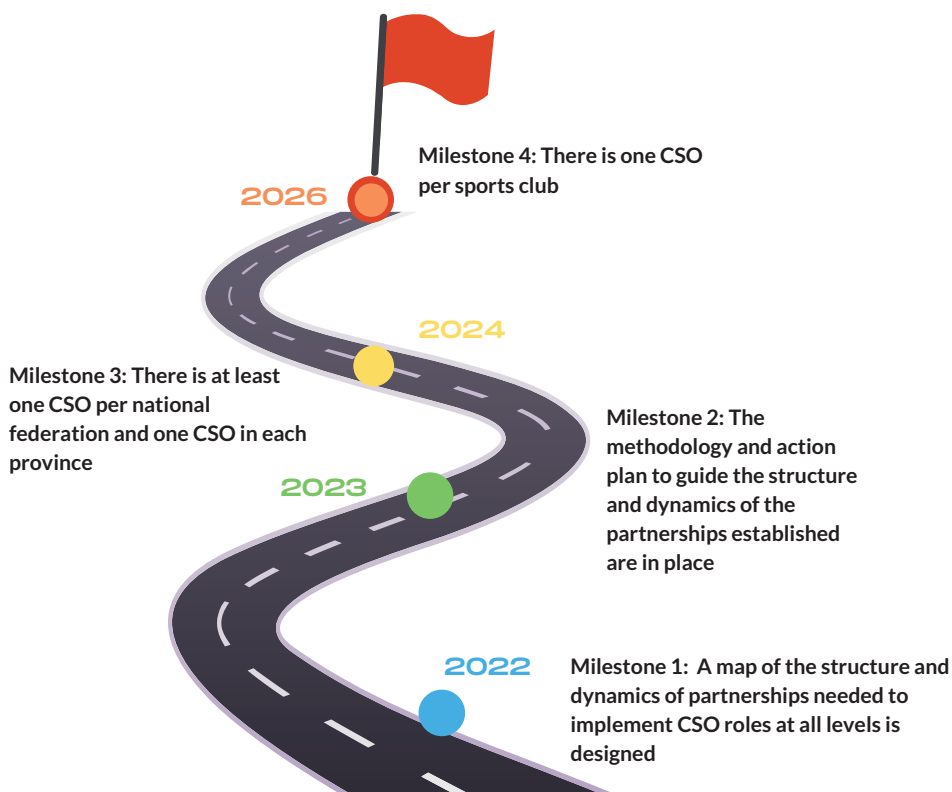
Key milestones	Actions needed	Timeline				
		2022	2023	2024	2025	2026
2.1.1. The steering committee of the National Policy Framework is defined and established.	2.1.1.1. The main areas involved in safeguarding children are identified.					
	2.1.1.2. The main organisations for each area are identified.					
	2.1.1.3. The organisations are contacted and invited to become part of the steering committee.					
	2.1.1.4. The final list of organisations in the steering committee is designed.					
2.1.2. The steering committee of the National Policy Framework terms of reference are formalised.	2.1.2.1. Partnerships with the organisations are formalised and a representative (at least one) of each organisation is designated.					
	2.1.2.2. The role of the invited organisations is explained.					

Aim 2.2. Arrangements for the inter-sectoral sport safeguarding partnerships (i.e. working groups) are in place.



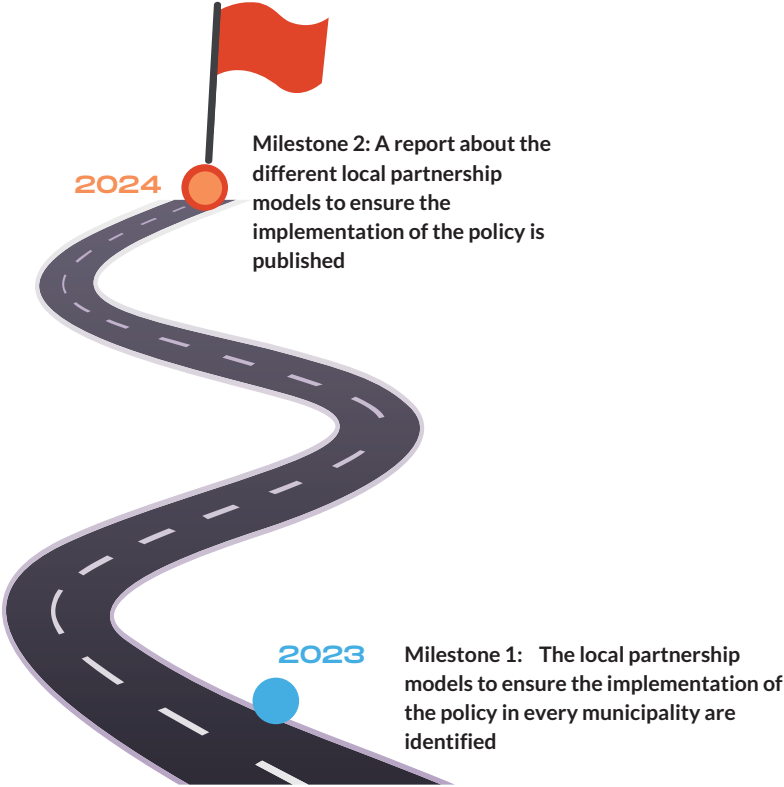
Key milestones	Actions needed	Timeline				
		2022	2023	2024	2025	2026
2.2.1. The working groups for the management of every specific topic on the policy are in place.	2.2.1.1. The different topics to work on are defined.					
	2.2.1.2. The potential organisations from each professional sector are identified.					
	2.2.1.3. The working groups are defined.					
2.2.2. The methodology and action plan to guide every working group is defined and validated by the groups.	2.2.2.1. The methodology and action plan are drafted.					
	2.2.2.2. The draft is presented to the working groups and discussed.					
	2.2.2.3. The final draft is approved and validated by the working groups.					

Aim 2.3. Partnerships are in place for the implementation of the CSO roles at all levels.



Key milestones	Actions needed	Timeline				
		2022	2023	2024	2025	2026
2.3.1. A map of the structure and dynamics of partnerships needed to implement CSO roles at all levels is designed.	2.3.1.1. The main organisations at each level are identified.	█				
	2.3.1.2. The key partnerships are identified in different levels.	█				
2.3.2. The methodology and action plan to guide the structure and dynamics of the partnerships established are in place.	2.3.2.1. The role of each organisation within the partnerships is defined.		█			
	2.3.2.2. The methodology and action plan to guide the partnerships' development is designed and discussed.		█			
	2.3.2.3. The methodology and action plan to guide the partnerships' development is defined.		█			
2.3.3. There is at least one CSO per national federation and one CSO in each federal province.	2.3.3.1. The federations and local authorities are listed.		█			
	2.3.3.2. Every federation and local authority indicates a representative to be trained.		█	█		
	2.3.3.3. Potential CSO representatives in federations and municipalities receive training.		█	█		
2.3.4. There is one CSO per sports club.	2.3.4.1. The sport clubs within each federal province are identified.		█	█	█	█
	2.3.4.2. Each sport club is invited to designate a potential CSO in its team.				█	█
	2.3.4.3. Potential CSOs in clubs receive core training for the role.				█	█

Aim 2.4. Local partnership models are defined and in place to ensure the delivery of the national action plan.



Key milestones	Actions needed	Timeline				
		2022	2023	2024	2025	2026
2.4.1. The local partnership models to ensure the implementation of the policy in every municipality are identified.	2.4.1.1. Different ways of developing local partnerships are identified (based on the type of organisations existing in different contexts).					
	2.4.1.2. Local partnership models are described.					
2.4.2. A report about the different local partnership models to ensure the implementation of the policy is published.	2.4.2.1. Data about the local partnerships models in every municipality is collected and analysed.					
	2.4.2.2. The different partnership models developed by every municipality are identified and listed.					

Potential obstacles

The federal provinces are independent in their sport legislation.

Solution: Co-operation and collaborations avoid duplication and save resources.

BUILDING BLOCK 3: SYSTEM AND STRUCTURE FOR RESPONDING TO CONCERNS ABOUT CHILDREN AND YOUNG PEOPLE

It is essential when concerns about a child's safety or well-being arise that these are managed in a child-centred way with a documented process for responding, that everyone understands. Sports bodies need to have step-by-step procedures which operate within structures and systems that complement those of statutory agencies. Sports bodies need to be able to respond to cases of concern in sport and concerns about children in their communities, which are identified in sport. Concerns often start with early indicators that something is wrong, and sports bodies need to be able to respond to these – especially where they may not meet the threshold for statutory agency action. Sports bodies and statutory agencies need to understand each other's roles and responsibilities and work together accordingly. While most state interventions tend to focus on cases with higher thresholds of abuse, sports bodies still retain responsibility for ensuring that individuals are safe to work with children and have procedures and systems for responding to concerns. For example, if a criminal justice case fails in respect of an individual working with children in sport, the sporting body still needs to consider what action should be taken in terms of potential breaches of its codes of ethics and conduct. Everyone involved needs access to advice and support. Procedures and case data systems need to be reviewed regularly to ensure they reflect current issues such as online abuse, e-sports, peer abuse and so on.

Aims and priorities

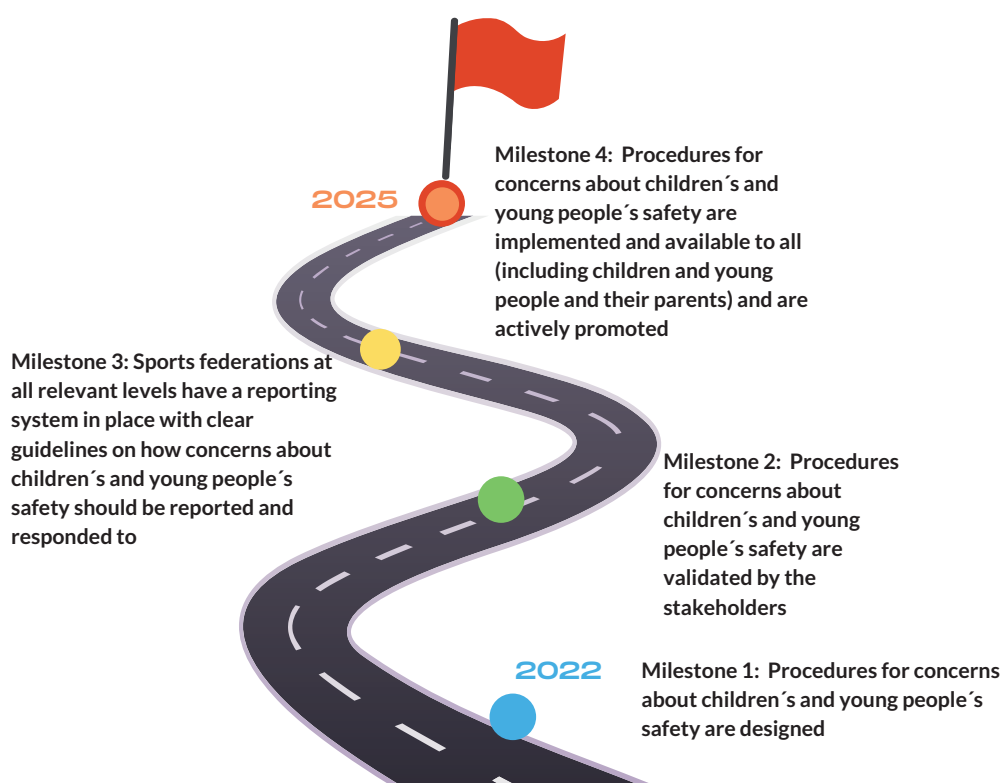
- 3.1 Procedures are in place to provide step-by-step guidance on what action to take if there are concerns about children and young people's safety.
- 3.2 The sport sector is aware of the existing helplines for victim support and the helplines work alongside the national framework for safeguarding in sport and its reporting arrangements.
- 3.3 A case response and case management structure and system for responding to concerns is developed and implemented.
- 3.4 A reporting system is in place in sport federations with clear guidelines on how concerns should be reported and responded to and is a criterion for public funding.

Stakeholders to be involved and their role and responsibilities

Stakeholders	Role and responsibilities in the achievement of the goals
100% Sport	Call, collect and systematise the contributions made by the stakeholders. Organise meetings and round tables.
Child and youth advocacy	Contribute to the management of cases.
Federal sport organisations and regional governments (municipalities)	Contribute to the management of cases. Facilitating a coherent case response and case management structure and system for responding to concerns about children who may be at risk of significant harm. Facilitate sharing information on sport cases. Be a source of help in strengthening the system.
Sports federations at all levels	Validating coherent guidelines on how concerns should be reported and responded to including concerns about poor practice or bullying which may not meet the threshold for statutory agency intervention.
National Olympic Committee	Dissemination.
NPC, Disabled Sports Association	Dissemination.
Fit Sport Austria	Dissemination.

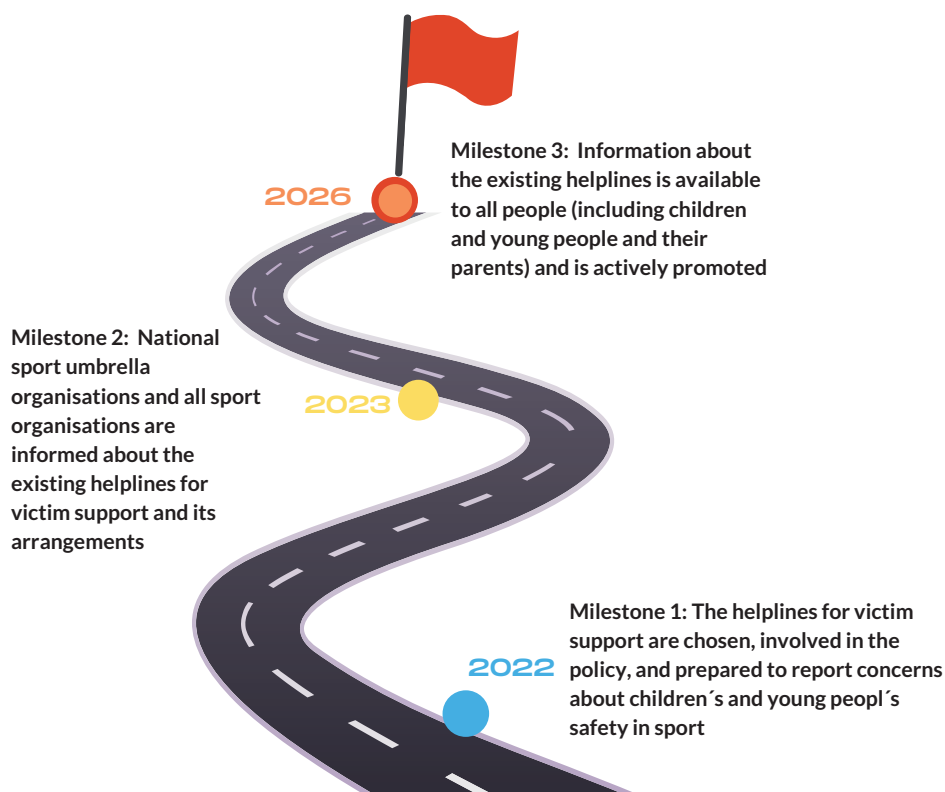
Key milestones and actions needed

Aim 3.1. Procedures are in place to provide step-by-step guidance on what action to take if there are concerns about children and young people's safety.



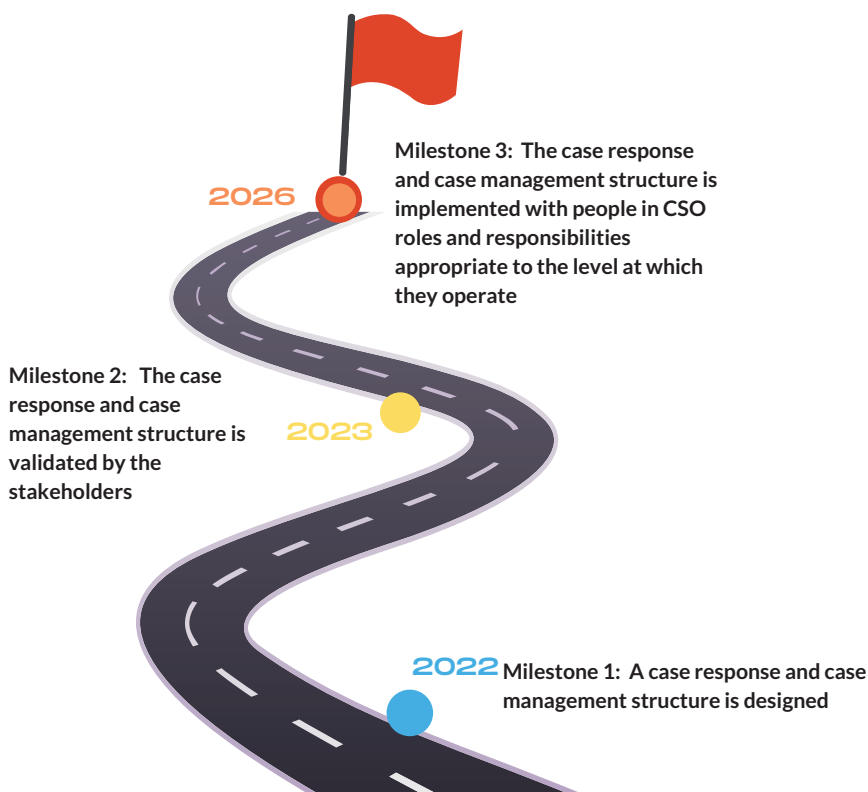
Key milestones	Actions needed	Timeline				
		2022	2023	2024	2025	2026
3.1.1. Procedures for concerns about children's and young people's safety are designed.	3.1.1.1. International best practices are identified.	█				
	3.1.1.2. International best practices are analysed.	█				
	3.1.1.3. New and adapted procedures are designed in line with existing best practice.	█				
3.1.2. Procedures for concerns about children's and young people's safety are validated by the stakeholders.	3.1.2.1. Designed procedures are presented to the stakeholders.		█			
	3.1.2.2. Procedures are analysed and discussed by the stakeholders.		█			
	3.1.2.3. Procedures are reviewed.		█	█		
3.1.3. Sports federations at all relevant levels have a reporting system in place with clear guidelines on how concerns about children's and young people's safety should be reported and responded to.	3.1.3.1. Procedures are presented to sport federations.			█		
	3.1.3.2. Federations are supported by 100% Sport when designing a reporting system.			█		
	3.1.3.3. Federations reporting systems are discussed and validated by the steering committee and the Ministry.				█	
3.1.4. Procedures for concerns about children's and young people's safety are implemented and available to all (including children and young people and their parents) and are actively promoted.	3.1.4.1. The sport clubs within each federal province are identified.				█	█
	3.1.4.2. Sports clubs adopt and implement internal reporting procedures.				█	█

Aim 3.2. The sport sector is aware of the existing helplines for victim support and the helplines work alongside the national framework for safeguarding in sport and its reporting arrangements.



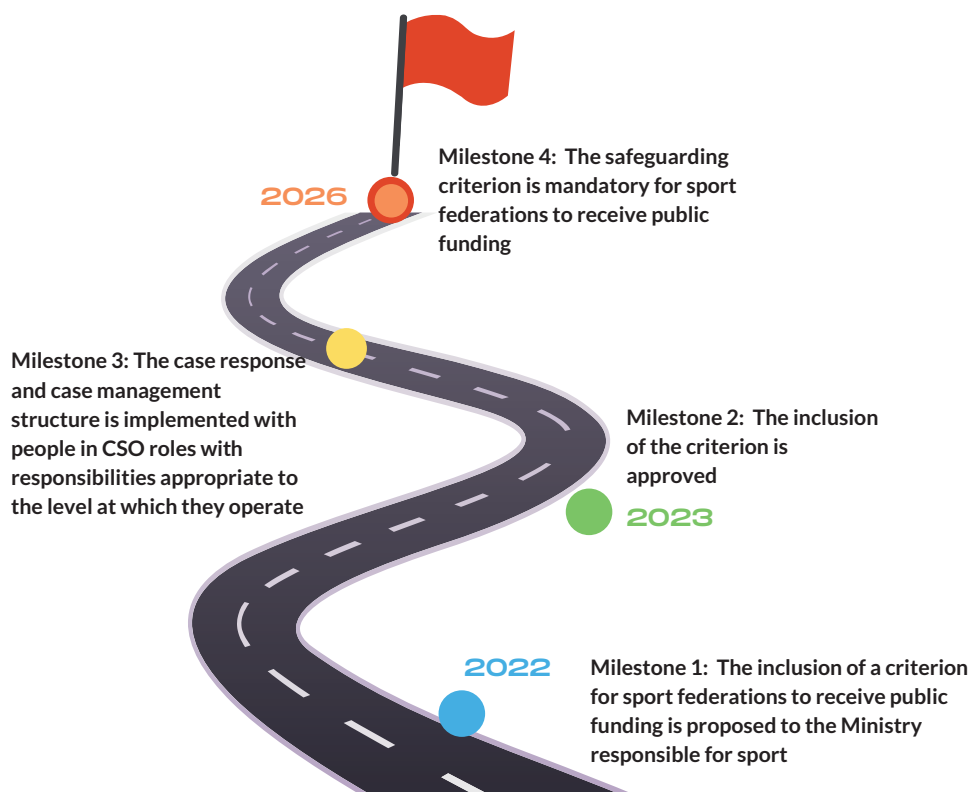
Key milestones	Actions needed	Timeline				
		2022	2023	2024	2025	2026
3.2.1. The helplines for victim support are chosen, involved in the policy, and prepared to report concerns about children’s and young people’s safety in sport.	3.2.1.1. National helplines for victim support are identified and listed.	█				
	3.2.1.2. The helplines for victim support to be included in the National Policy Framework are chosen.	█				
	3.2.1.3. A partnership is established with the organisations responsible for the helplines for victim support.		█			
	3.2.1.4. Staff of the organisations who work on the helplines receive training on the specific features of safeguarding in sport.			█		
3.2.2. National sport umbrella organisations and all other sport organisations are informed about the existing helplines for victim support and its arrangements.	3.2.2.1. The umbrella organisations are informed about the existence of the helplines for victim support.		█	█		
	3.2.2.2. The umbrella organisations are asked to raise awareness and promote the use of the helplines for victim support within their member organisations.		█	█		
3.2.3. Information about the existing helplines is available to all people (including children and young people and their parents) and is actively promoted.	3.2.3.1. The helplines are promoted to all.		█	█	█	█
	3.2.3.2. Umbrella organisations and all sport organisations promote the existence of the helplines for victim support.		█	█	█	█

Aim 3.3. A case response and case management structure and system for responding to concerns is developed and implemented.



Key milestones	Actions needed	Timeline				
		2022	2023	2024	2025	2026
3.3.1. A case response and case management structure is designed.	3.3.1.1. The case response and case management structure is designed.	█				
	3.3.1.2. The case response and case management structure is delivered to the steering committee for discussion.		█			
	3.3.1.3. The case response and case management structure final version is validated.		█			
3.3.2. The case response and case management structure is validated by the stakeholders.	3.3.2.1. The case response and case management structure is delivered to the stakeholders for discussion.		█			
	3.3.2.2. The case response and case management structure final version is validated.		█			
3.3.3. The case response and case management structure is implemented with people in CSO roles and responsibilities are appropriate to the level at which they operate.	3.3.3.1. Key organisations at each level have a CSO.			█		
	3.3.3.2. CSO in each key organisation contributes to developing a case response and a case management structure.			█		
	3.3.3.3. The case response and case management structure is monitored.				█	█

Aim 3.4. A reporting system is in place in sport federations with clear guidelines on how concerns should be reported and responded to and is a criterion for public funding.



Key milestone	Action needed	Timeline				
		2022	2023	2024	2025	2026
3.4.1. The inclusion of a criterion for sport federations to receive public funding is proposed to the Ministry responsible for sport.	3.4.1.1. A report justifying the inclusion of the criterion is designed.	█				
	3.4.1.2. A report justifying the inclusion of the criterion is discussed with stakeholders and validated.	█				
3.4.2. The inclusion of the criterion is approved.	3.4.2.1. The criterion is presented to governmental organisations responsible for funding sport federations.		█			
	3.4.2.2. Governmental organisations responsible for funding sport federations discuss the criterion.		█			
	3.4.2.3. The criterion is approved.		█			
3.4.3. The case response and case management structure is implemented with people in CSO roles with responsibilities appropriate to the level at which they operate.	3.4.3.1. Key organisations at each level have a CSO.			█		
	3.4.3.2. CSO in each key organisation contributes to developing a case response and case management structure.			█		
	3.4.3.3. The case response and case management structure is monitored.				█	

3.4.4. The safeguarding criterion is mandatory for sport federations to receive public funding.	3.4.4.1. The funding rules are changed (inclusion of the new criterion).					
	3.4.4.2. Sport federations are informed about the new criterion for receiving public funding.					

Potential obstacles

Sport legislation lies within the responsibility of the federal provinces. Coherent structures and procedures are scarce.

Solution: work at the level of federal provinces to improve co-operation between sport and child protection sectors to manage cases and appoint “safe sport” persons maximising the available channels including schools and parents’ associations.

BUILDING BLOCK 4: ADVICE AND SUPPORT

Responding to cases of concerns about children, particularly when an alleged perpetrator is known in the sport organisation, can be extremely stressful for all persons involved. Advice for children and their parents or guardians about their rights and what they should expect from the organisation should have been provided in appropriate forms upon joining the organisation. Many victims of abuse report that they did not understand their rights or know what acceptable behaviour was in the sport context.

If a child or parent raises concerns these must be treated seriously and information on sources of help (from inside and outside sport) should be provided to them. In addition, information on the process that will be followed as a concern is assessed and/or investigated should be shared. For bystanders, coaches, volunteers and other affected persons, advice and support should be signposted. Where a person is accused of abusing and causing harm to a child, they must also be provided with information about their rights and the concerns should be addressed using a fair and transparent process. People with specific roles in responding to and managing cases need access to professional support and supervision, particularly CSOs operating at higher levels, e.g. national or event safeguarding officers.

Aims and priorities

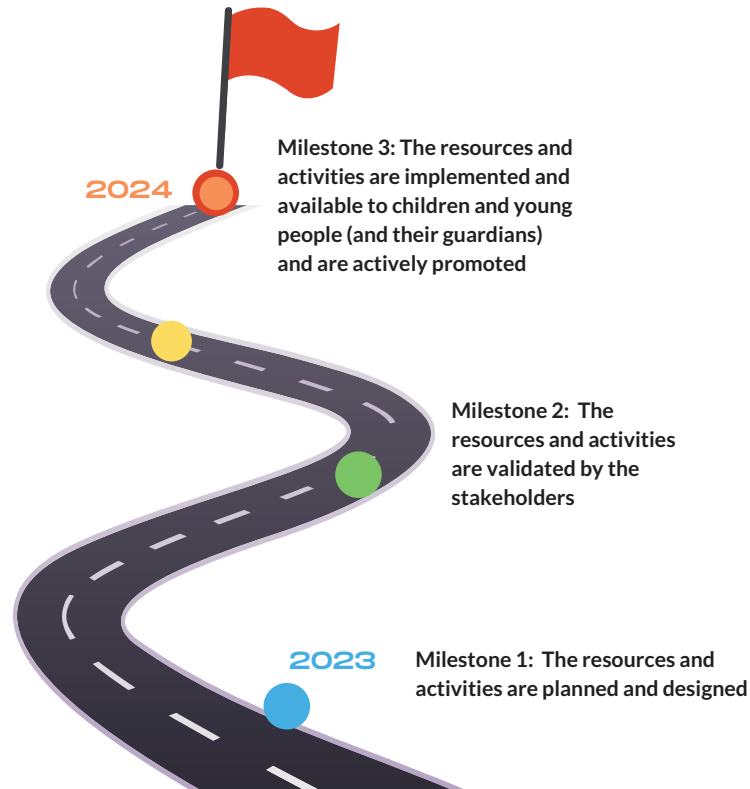
- 4.1 A set of resources and planned activities is in place to inform children and young people about their rights, where to go to for help and what happens when they report a concern.
- 4.2 Arrangements for providing supervision and support to children, parents, staff and volunteers during and following an incident or allegation are in place.
- 4.3 People in CSO roles have access to specialist advice, support and information.
- 4.4 People with responsibilities for safeguarding children and young people (adults, coaches, sport leaders, etc.) have access to advice, support and information.

Stakeholders to be involved and their role and responsibilities

Stakeholders	Role and responsibilities in the achievement of the goals
Ministry responsible for Sport	Support the campaign.
100% Sport	Expand the existing poster campaign and add information to the website.
Sport federations	Participate in the campaign.
All nine federal provinces	Facilitate the dissemination of the campaign.
Child and Youth Advocacy	Plan resources and activities in cooperation with 100% Sport. Design the participatory approach for the development of resources. Implement and co-ordinate children’s participation in the process.
National Olympic Committee	Participate in the campaign.
NPC, Disabled Sports Association	Participate in the campaign.
Fit Sport Austria	Participate in the campaign.

Key milestones and actions needed

Aim 4.1. A set of resources and planned activities is in place to inform children and young people about their rights, where to go to for help and what happens when they report a concern.



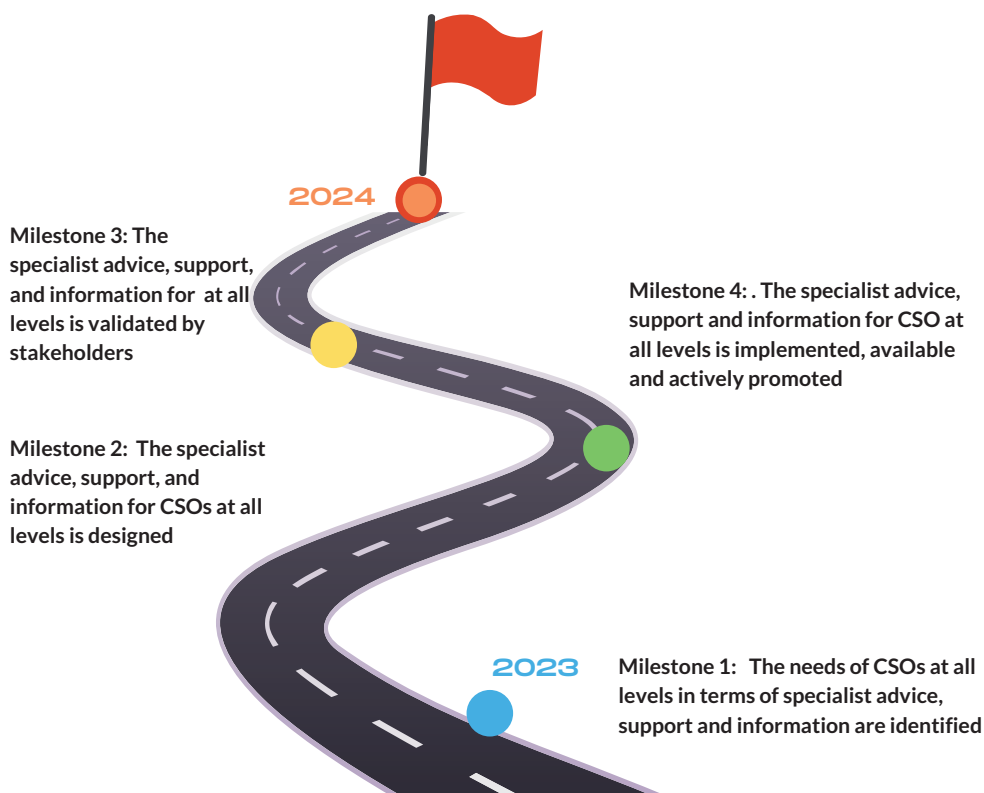
Key milestones	Actions needed	Timeline				
		2022	2023	2024	2025	2026
4.1.1. The resources and activities are planned and designed.	4.1.1.1. A list of resources and activities is made.					
	4.1.1.2. Resources and activities listed are designed.					
	4.1.1.3. The execution of the resources and activities is scheduled and planned.					
4.1.2. The resources and activities are validated by the stakeholders.	4.1.2.1. The resources and activities listed are discussed by the stakeholders.					
	4.1.2.2. The schedule of the execution of resources and activities is discussed by the stakeholders.					
4.1.3. The resources and activities are implemented and available to children and young people (and their guardians) and are actively promoted.	4.1.3.1. The resources and activities are presented.					
	4.1.3.2. The resources and activities are made public and available.					

Aim 4.2. Arrangements for providing professional supervision to staff and volunteers and support/advice to children and parents during and following an incident or allegation, are in place.



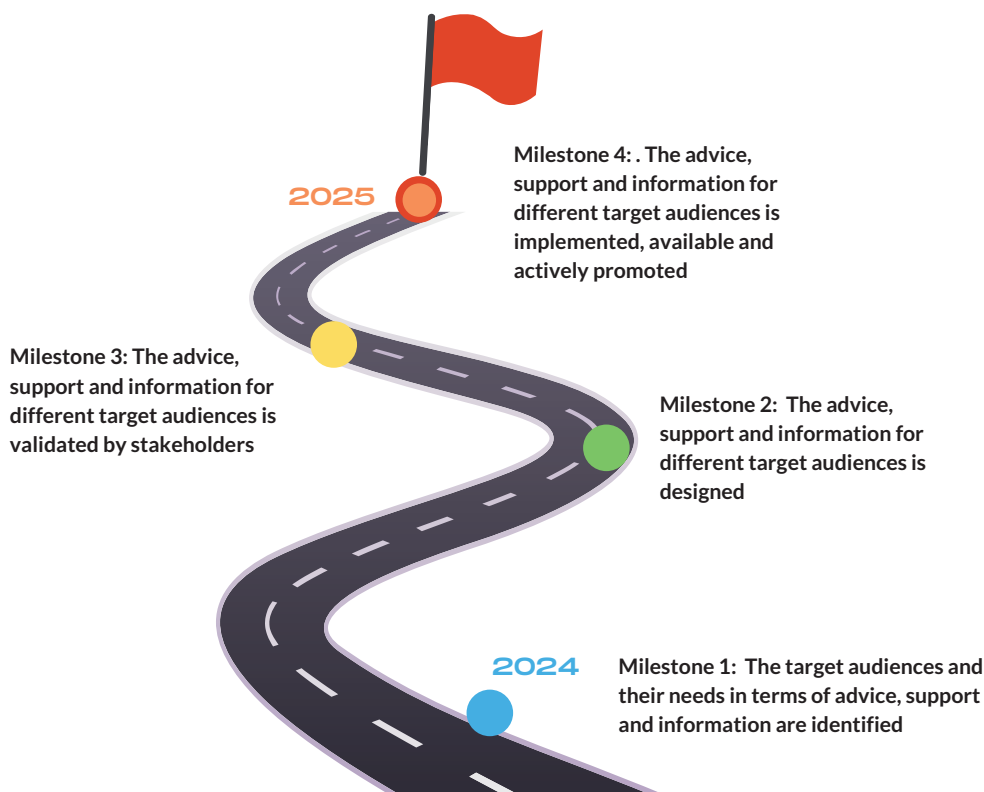
Key milestone	Action needed	Timeline				
		2022	2023	2024	2025	2026
4.2.1. Providers of supervision and support to children, parents, staff and volunteers during and following an incident or allegation are identified.	4.2.1.1. The organisations involved in case management are identified.					
	4.2.1.2. Possible providers of supervision and support to children, parents, staff and volunteers during and following an incident or allegation within sport organisations are listed and available to all.					
4.2.2. Information about supervision and support to children, parents, staff and volunteers during and following an incident or allegation is available and is actively promoted.	4.2.2.1. Information about supervision and support is designed.					
	4.2.2.2. Information about supervision and support is discussed.					
	4.2.2.3. Information about supervision and support is validated.					

Aim 4.3. People in CSO roles have access to specialist advice, support and information.



Key milestone	Action needed	Timeline				
		2022	2023	2024	2025	2026
4.3.1. The needs of CSOs at all levels in terms of specialist advice, support and information are identified.	4.3.1.1. The needs of CSOs at all levels in terms of specialist advice, support and information are researched.					
	4.3.1.2. The needs of CSOs at all levels in terms of specialist advice, support and information are listed and identified.					
4.3.2. The specialist advice, support and information for CSOs at all levels is designed.	4.3.2.1. The specialist advice, support and information for CSOs is drafted.					
	4.3.2.2. The specialist advice, support and information for CSOs is discussed internally.					
4.3.3. The specialist advice, support and information for CSOs at all levels is validated by stakeholders.	4.3.3.1. The specialist advice, support and information for CSOs is presented to stakeholders.					
	4.3.3.2. The specialist advice, support and information for CSOs is discussed with stakeholders.					
4.3.4. The specialist advice, support and information for CSOs at all levels is implemented, available and actively promoted.	4.3.4.1. The resources needed and the ways specialist advice and support are given are identified.					
	4.3.4.2. The resources needed and the ways specialist advice and support are given are discussed, improved and validated.					

Aim 4.4. People with responsibilities for safeguarding children and young people (adults, coaches, sport leaders, etc) have access to advice, support, and information.



Key milestone	Action needed	Timeline				
		2022	2023	2024	2025	2026
4.4.1. The target audiences and their needs in terms of advice, support and information are identified.	4.4.1.1. The target audiences are listed.			█		
	4.4.1.2. The needs of the target audiences are analysed and discussed.			█		
4.4.2. The advice, support and information for different target audiences is designed.	4.4.2.1. The target audiences are divided into groups.				█	
	4.4.2.2. The needs of each group are listed and discussed.				█	
4.4.3. The advice, support and information for different target audiences is validated by stakeholders.	4.4.3.1. The groups of target audiences are discussed.			█		
	4.4.3.2. The advice, support and information scheme is discussed.			█		
4.4.4. The advice, support and information for different target audiences is implemented, available and actively promoted.	4.3.4.1. The advice, support and information scheme is made public and available.			█		
	4.3.4.2. The advice, support and information scheme is implemented.				█	

Potential obstacles

The CSO training needs broad acceptance. There should be a coherent standardised training model. Only selected organisations should be designated as training sites.

Solution: The Ministry, federal provinces and the sport sector have to agree on common terms and conditions.

BUILDING BLOCK 5 EDUCATION AND TRAINING FRAMEWORK

The development of a national system for safeguarding education and training is essential and needs broad acceptance from everyone involved in sport. Officials, administrators, coaches etc., whether as volunteers or paid staff all have a role to play. Everyone needs to be familiar with their organisation's policies and procedures and know what to do if a concern is raised with them. Those with significant contact with children need safeguarding training to be a core part of their professional training. Those with specialist roles, such as CSOs, need a higher level of training to ensure they have the right skills, knowledge and competencies to fulfil their roles and responsibilities. Senior administrators, executive and non-executive board members also need to understand their responsibilities as safeguarding is a key aspect of good governance and overall ethics and integrity management.

Aims and priorities

5.1 A national child safeguarding education and training framework for everyone in sport is in place.

5.2 The CSO occupational standards are defined and in place for every setting and level.

5.3 The CSO training standards are defined and created.

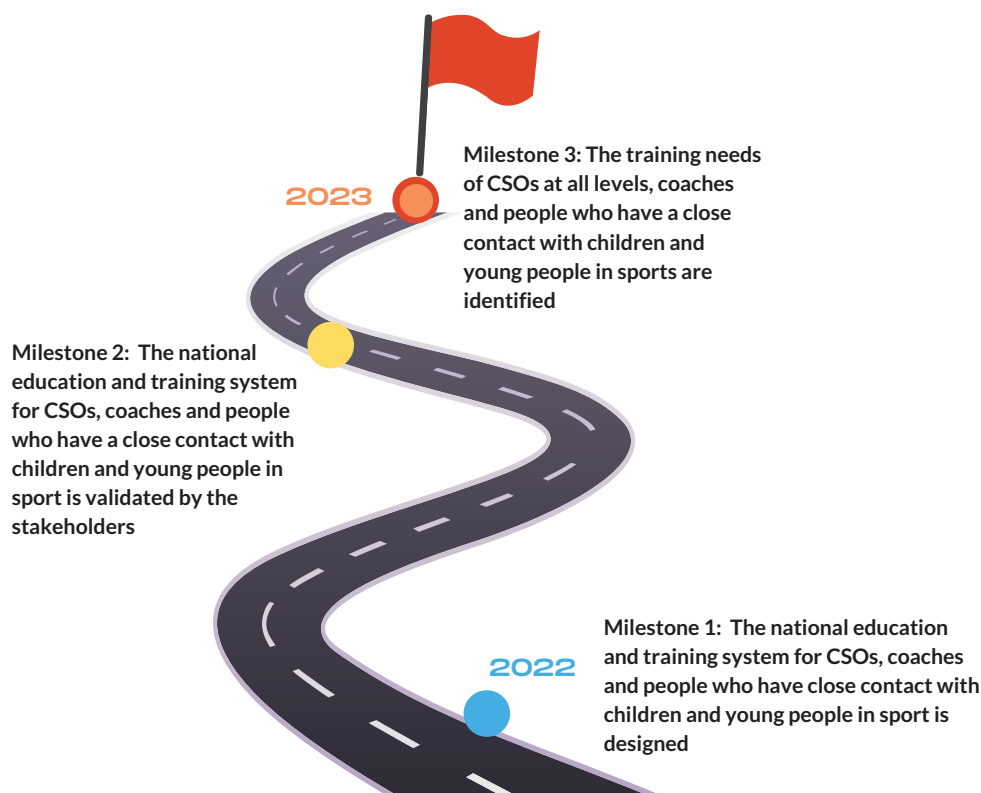
5.4 A training delivery model is established.

Stakeholders to be involved and their role and responsibilities

Stakeholders	Role and responsibilities in the achievement of the goals
Ministry responsible for Sport	Facilitate the project aims.
100% Sport with Children's and Teenagers' Advocacy	Develop and implement training programmes.
Sport federations	Facilitate the dissemination of training resources.
Federal provinces	Facilitate the dissemination of training resources.
National Olympic Committee	Facilitate the dissemination of training resources.
NPC, Disabled Sports Association	Facilitate the dissemination of training resources.
Fit Sport Austria	Facilitate the dissemination of training resources.

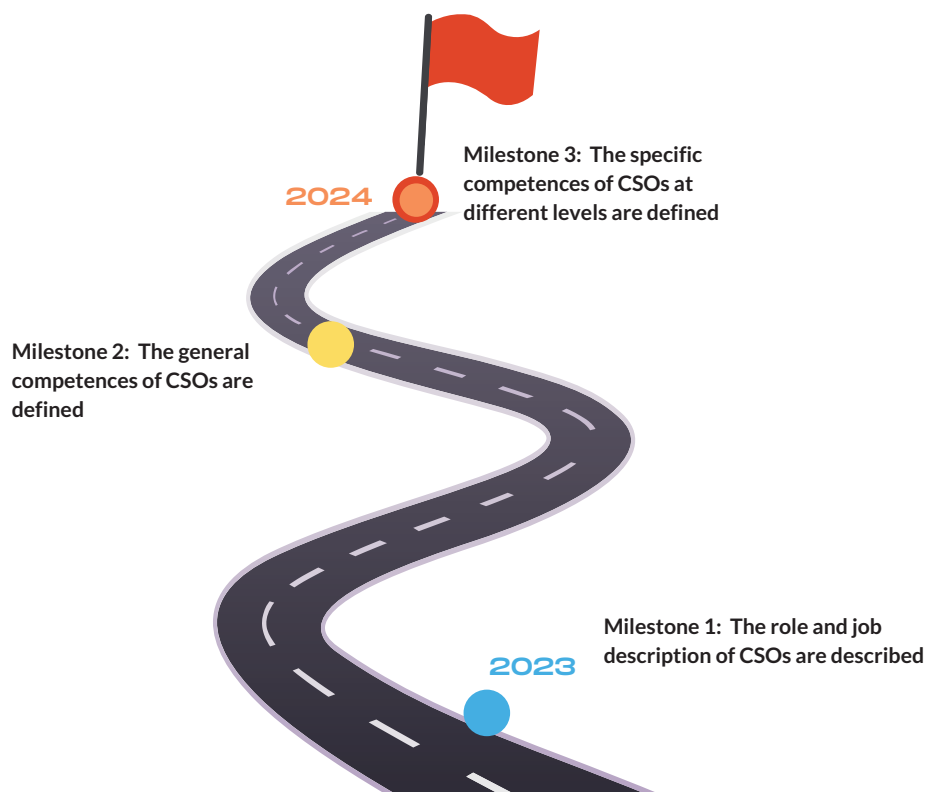
Key milestones and actions needed

Aim 5.1. A national education and training framework for everyone in sport is in place.



Key milestone	Action needed	Timeline				
		2022	2023	2024	2025	2026
5.1.1. The national education and training system for CSOs, coaches and people who have close contact with children and young people in sport is designed.	5.1.1.1. The existing education and training systems and courses are listed and ranked.					
	5.1.1.2. The national education and training systems and courses are drafted.					
5.1.2. The national education and training system for CSOs, coaches and people who have close contact with children and young people in sport is validated by the stakeholders.	5.1.2.1. The national education and training systems and courses are discussed.					
	5.1.2.2. The national education and training systems and courses are reviewed.					
5.1.3. The training needs of CSOs at all levels, coaches and people who have close contact with children and young people in sport are identified.	5.1.3.1. The training needs are collected and listed.					
	5.1.3.2. The training needs of the CSO at all levels are analysed and discussed.					

Aim 5.2. The CSO occupational standards (role descriptions and specifications) are defined and in place for every setting and level.



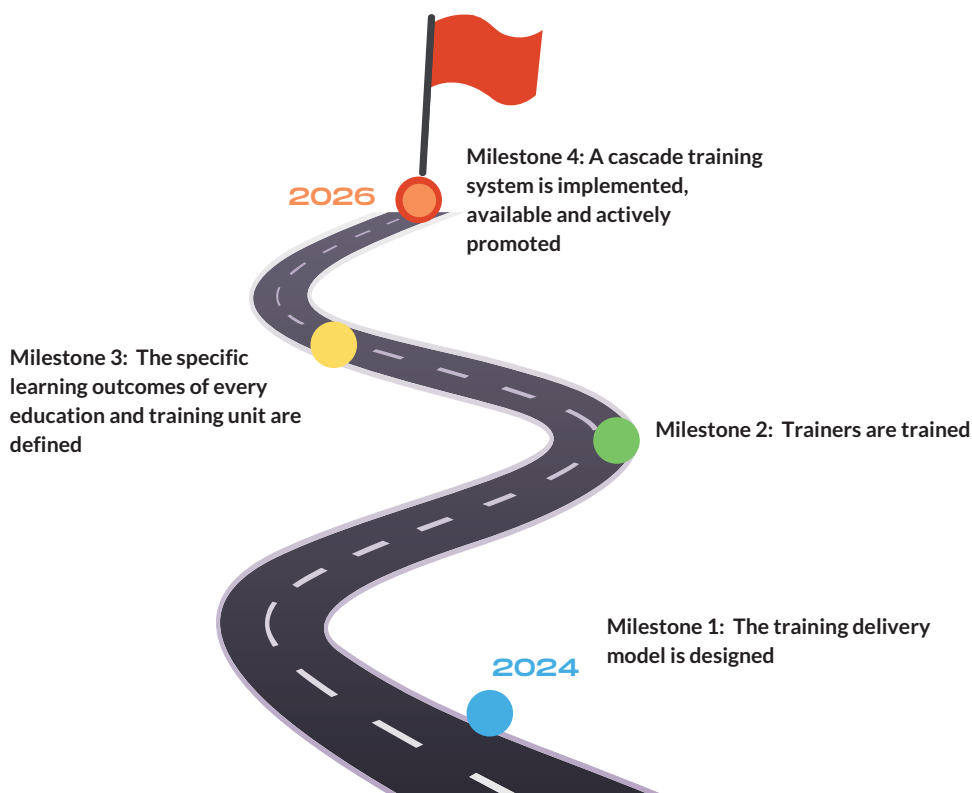
Key milestone	Action needed	Timeline				
		2022	2023	2024	2025	2026
5.2.1. The role and job description of CSOs are described.	5.2.1.1. International descriptions of the role and job description of CSOs are collected and listed.					
	5.2.1.2. Descriptions of the role and job description of CSOs are discussed and analysed.					
5.2.2. The general competences of CSOs are defined.	5.2.2.1. International competences of CSOs are collected and listed.					
	5.2.2.2. The general competences of CSOs are discussed and analysed.					
	5.2.2.3. The general competences of CSOs are drafted.					
5.2.3. The specific competences of CSOs at different levels are defined.	5.2.3.1. The specific competences of CSOs at different levels are listed.					
	5.2.3.2. The specific competences of CSOs at different levels are discussed and analysed.					

Aim 5.3. The CSO training standards for all occupational levels are defined and created.



Key milestone	Action needed	Timeline				
		2022	2023	2024	2025	2026
5.3.1. The general learning outcomes for all roles are defined.	5.3.1.1. The learning outcomes for all roles are listed.					
	5.3.1.2. The learning outcomes for all roles are discussed.					
5.3.2. The syllabus for all roles is designed.	5.3.2.1. The syllabus for all roles is drafted.					
	5.3.2.2. The syllabus for all roles is discussed.					
5.3.3. The specific learning outcomes of every education and training unit are defined.	5.3.3.1. The education and training units are defined.					
	5.3.3.2. The learning outcomes of the education and training units are listed.					
	5.3.3.3. The learning outcomes of the education and training units are discussed.					
5.3.4. The training materials are created.	5.3.4.1. The drafts of the training materials for the courses are created.					
	5.3.4.2. The drafts of the training materials are discussed and analysed.					
	5.3.4.3. The drafts of the training materials are approved.					

Aim 5.4. A training delivery model is established.



Key milestone	Action needed	Timeline				
		2022	2023	2024	2025	2026
5.4.1. The training delivery model is designed.	5.4.1.1. The training delivery options, partners and approaches are identified.					
	5.4.1.2. The training delivery options, partners and approaches are discussed and analysed.					
	5.4.1.3. Training delivery options, partners and approaches are defined.					
	5.4.1.4. Arrangements are put in place to design and implement the training delivery model chosen.					
5.4.2. Trainers are trained.	5.4.2.1. Trainers are invited to participate.					
	5.4.2.2. The trainers are informed about the policy and the role participate in the courses.					
	5.4.2.3. The trainers are approved after completion of the courses (and comply with minimum standards).					
5.4.3. The specific learning outcomes of every education and training unit are defined.	5.4.3.1. The education and training units are defined.					
	5.4.3.2. The learning outcomes of the education and training units are listed.					
	5.4.3.3. The learning outcomes of the education and training units are discussed.					
5.4.4. A cascade training system is implemented, available and actively promoted.	5.4.4.1. The first 12 federations are trained.					
	5.4.4.2. All the other federations are trained.					
	5.4.4.3. A cascade training system is made available.					
	5.4.4.4. The drafts of the training materials are approved.					

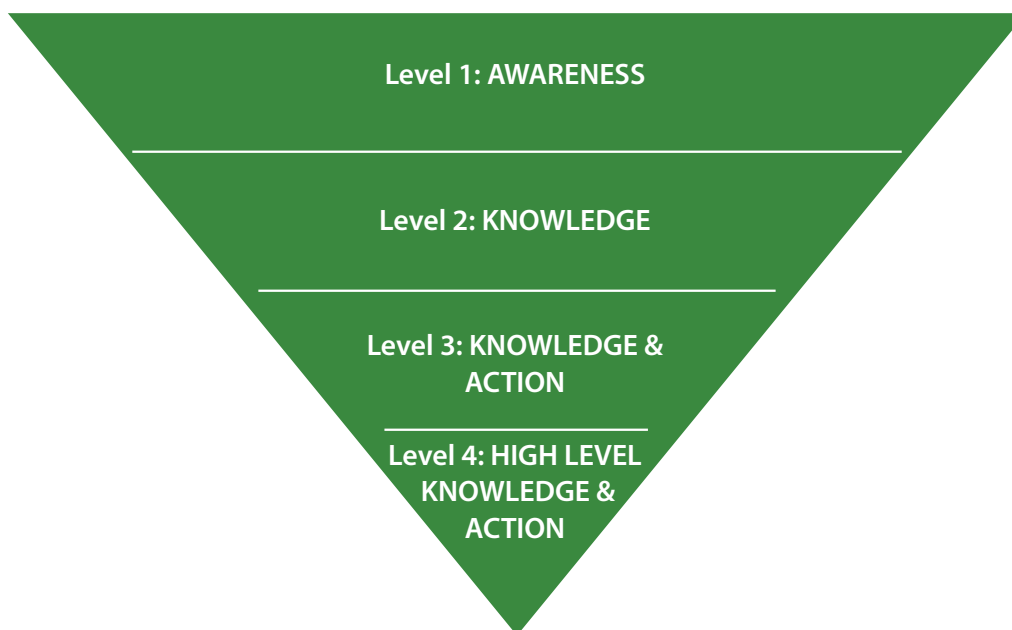
Potential obstacles

Conflicts between the CSO training system and existing training on the prevention of sexualised violence and between the respective roles of “multipliers” and “trainers”.

Solution: Integration of the CSO training into a multi-level “safeguarding training system”.

Proposal of tiered training system

Within the CSiS project, a potential model of different training levels was considered. It needs to be further developed during the implementation phase of the roadmap in line with the aims established in Building Block 5.



Following the SSI’s recommendations based on the desk research, there should ideally be a national framework for education and training in sport which sets out minimum standards for the range of different roles. Before undertaking CSO roles, people should take a basic safeguarding awareness course.

There is a significant opportunity to adapt existing foundation training which is being delivered by different stakeholders and should be seen as part of a coherent approach. However, decisions need to be made about the feasibility and desirability of combining the CSO role with existing roles from other programmes.

Further work needs to be done to create the CSO training delivery model. This includes mapping of the size of demand, potential providers and the financial and human resources required.

Level 1 should cover everyone with a role and responsibilities in sport (including ministries). It should include safeguarding basics such as standards, definitions, what to do if there is a concern, “dos and don’ts”, roles, responsibilities, partnerships and support. At this level training could be delivered via e-learning courses and webinars. This could be a one-off course with a refresher course every three years and a requirement for participation in the next level of training. 100% Sport has been identified as a potential training provider.

Level 2 would target prevention and safeguarding officers, including already trained multipliers for prevention of sexual harassment (upskilling), trust persons and CSOs of clubs and federations from grassroots to national level, in paid positions and volunteers. This level of training could include details about CSO job descriptions, safeguarding procedures – how to act in the case of concern, how to file a complaint and who are the key partners to be involved etc. Given the content, face-to-face and e-learning should be combined. 100% Sport, together with its partners has been identified as a potential training provider.

Level 3 should be aimed at external staff and experts, while Level 4 is envisaged as high-level team training. For both levels 3 and 4, 100% Sport has been identified as a potential training provider together with its partners. It is recommended that a pilot course should be organised at each level, which is reviewed, and the content refined, based on stakeholders' feedback.



CHAPTER 4: SETTING UP CSO ROLES IN SPORT

Child Safeguarding Officers (CSOs) are key players in the development and implementation of ensuring a safe, positive and empowering sport environment. Establishing CSO roles will seek to ensure that children feel safe and supported in sport.

In co-operation with national and regional partners, the implementation of CSO roles will take place at all levels over four years. It is crucial that support services for victims of abuse and their families, are further developed, before promoting CSO roles at any level. It is also important that sport federations at all relevant levels have a reporting system in place with clear guidelines on how concerns about children's and young people's safety should be responded to and reported.

By the end of 2026, the goal is to have at least one CSO per national federation and one CSO in each federal province. This means the case response and case management structure will be implemented with people in CSO roles with responsibilities appropriate to the level at which they operate.

Although roles and responsibilities of CSOs at different levels still need to be developed and sources of funding and support at the national and local level need to be identified, within the CSiS project initial discussions on roles and responsibilities have taken place. The importance of strategic and co-ordinating roles at the governmental level needs to be recognised. Umbrella sport organisations and sport federations should have top to bottom co-ordinating and operational roles in prevention and intersect with child protection organisations. At the level of federal provinces, it is also necessary to ensure top to bottom co-ordination for prevention and intersection with provincial child protection organisations. Existing Safe Sport Units (Salzburg and Upper Austria) provide good practice models for the other federal provinces.

The implementation of CSO roles will be realised in different phases and throughout each phase engagement and consultation between the national and provincial levels of government, relevant sport organisations and child protection sectors will be crucial. While setting up CSO roles in sport (apart from the organisations engaged in the steering committee established within the CSiS project), consideration should be given to involving all relevant institutions and organisations including the Austrian Paralympic Committee and Special Olympics.

One of the first steps will be to define the representative organisations. While it may be difficult to have a CSO in every local club, solutions will be identified to ensure every child in every sports club has access to CSO services.

Support and information for CSOs at all levels will be available and actively promoted by the end of 2024.

A CSO training delivery model, including mapping the size of demand, potential providers and the resources required (financial and human), will be created. In addition to the education of CSOs, training modules for coaches and individuals who have close contact with children and young people in sport will be made available. In coach education, the knowledge and skills gaps in child safeguarding in sport will be addressed with continuous training and professional development. In addition, minimum standards for CSOs at all levels and CSO occupational standards (role descriptions and person specifications) will be defined for every setting and level. A cascade training system will be fully implemented, available and actively promoted by 2026.

While setting up CSO roles in sport, consideration should be given to build upon the experience of existing roles which includes multipliers for prevention of sexual harassment and abuse and trust persons.



CONCLUSION

The “Child Safeguarding in Sport” (CSiS) project has enabled the instrumental development of Austria’s tailor-made roadmap for effective child safeguarding in sport policies, to ensure a safe, positive and empowering sport environment for all children.

The project has firmly established the critical importance of collaboration on a multi-agency and multi-disciplinary basis to achieve improved safeguards for children. Agreeing and setting shared values and principles has helped establish Austria’s vision for the future. With the establishment of new partnerships and collaborations, mutual understanding and confidence has increased. This is particularly important as sport organisations face more reported concerns and are using support from 100% Sport to respond appropriately. This approach will also help break down barriers and raise awareness of violence and abuse in sport, leading to safer, more enjoyable and inclusive sport for all children.

The roadmap development process has sought to address the complex nature of the policy environment established in the nine independent federal provinces (*Länder*), by advocating for the creation of connected partnerships, structures and systems for child safeguarding. This should involve structures where all federal provinces are represented and where children’s rights issues can be addressed. Such structures need to be evaluated and where necessary established via engagement with the federal Ministry responsible for sport.

Changes in legislation will lead to more effective child safeguarding in sport as some gaps have to be filled, including references to sport in major child protection/children’s rights legislation and references to children’s rights in key sports-related laws. As this process requires enhanced co-ordination, co-operation and communication among the federal provinces, structures responsible for sport and for children’s rights at the federal level should be involved.

The roadmap provides opportunities to strengthen the policy connections between sport and mainstream child protection. It also considers the development of a national unit which leads on child safeguarding in sport, ensuring national consistency, avoiding duplication and creating a centre for good practice and knowledge transfer.

A lack of awareness about safeguarding in sport has been noted in the sport sector, among the general public and in the child protection sector. The roadmap addresses the critical importance of awareness-raising work and research into the prevalence and incidence of abuse in sport. Both aspects are essential to identifying and understanding the needs of, and implications for, every child.

The cornerstones of the Austrian roadmap are:

- ▶ The development of a new national policy framework to build upon existing good practice developments which connect across the federal provinces.
- ▶ The establishment of new partnerships and collaborations in a multi-disciplinary, multi-agency, child rights-based approach.
- ▶ Raising of public awareness through a campaign based on a detailed action plan.
- ▶ Addressing the consistency gaps in case management procedures, guidance, systems and structural responses to children at risk of abuse and significant harm in sport.
- ▶ The establishment of CSO roles across the sport system.
- ▶ The establishment of a coherent education and training system to ensure everyone understands their roles and responsibilities in safeguarding children in and through sport – with an initial focus on the CSO roles.

100% Sport has demonstrated resilience in seeking to develop a long-term, holistic and evidence-based approach to safeguarding children in sport. It has been engaged in projects relevant to safeguarding adults and the prevention of gender-based violence and sexual violence. This has included the development of a cascade model of “multipliers” which will be built upon for the development of the national safeguarding children training plan, including CSO role development.

The Austrian steering committee has developed a clear strategy and established the building blocks to take this project through its next phases, providing the opportunity not only to implement the initial strategy for the development of CSO roles, but to make a long-term strategy for safeguarding all children.

The outcome of the roadmap's implementation should be that every child in Austria is able to realise their potential through seamless safeguarding arrangements which are underpinned by a child-centred, trauma-informed and inclusive approach. The plans for implementing the outlined strategy now need to be realised and properly resourced.

Appendix

Stakeholder Mapping – Prepared by the Austrian Project Coordination (State of play 2021)

Child safeguarding/protection

Organisation	Role and responsibilities
<p>Kinder- und Jugendanwaltschaft (KJA/KIJA)</p> <p>Advocacy for children's and teenagers' rights</p>	<p>Advocacy for children's and teenagers' rights in all nine federal provinces under leadership of the provincial government.</p> <p>In close contact as result of periodic meetings of all nine KJAs/KIJAs -> Meetings are a good opportunity to spread information from the CSiS project among the federal provinces.</p> <p>Support in setting up the SAFE SPORT AUSTRIA department.</p>
Die Möwe	<p>Child protection centre (non-profit association) against violence and abuse of children, working on a preventive and supportive basis.</p> <p>Free and if desired, anonymous psychological advisory service for children and parents, under official discretion.</p> <p>Psychotherapy and process support for children and teenagers affected by violence.</p> <p>Working with organised sport through a partnership with Sport Austria and ensuring good information about the complex structures of sport in Austria.</p>
<p>Männerberatung</p> <p>Advice Centre for boys and men</p>	<p>Advice Centre/Helpdesk for boys and men (non-profit association).</p> <p>Communicating a partnership-based masculinity and supporting men with living violence-free.</p> <p>Process support for affected boys and men.</p> <p>Working with perpetrators in psychotherapeutic settings.</p> <p>Giving insight and knowledge in the often neglected field of violence against boys and also about perpetrators.</p> <p>Support for victims in judicial proceedings.</p>
ECPAT Austria	<p>Working group (non-profit association) for protection of children from economic and sexual exploitation and trafficking.</p> <p>Lobbying and awareness-raising through effective publicity, research, evaluation and monitoring.</p>
<p>Die Kinderschutzzentren</p> <p>Austrian Centres for Child Protection</p>	<p>Strategies for prevention, awareness-raising and development (for example in tourism).</p> <p>Initiator of the Network "Alliance Child Protection Austria", supported by the Family Ministry and founded in September 2020 in which 100% Sport takes part.</p> <p>Spreading information about CSiS among all members of the alliance.</p> <p>Giving important project information to the Family Ministry.</p> <p>Cooperation with 100% Sport: Round tables, symposia, e-learning, training courses on child protection.</p>

<p>Österreichischer Kinderschutzbund</p> <p>Austrian Child Protection Association</p>	<p>Austrian Child Protection Association (non-profit association) promoting non-violent interaction with children and awareness-raising about all forms of violence against children.</p> <p>Individual consultations on psychological, social, legal and medical issues of child protection.</p> <p>Public relations through lectures, symposia, handouts and so on.</p> <p>Initiator of the Network "Parent Education" – bringing the point of view of parent education into child protection in sport.</p>
<p>KIMI, responsible for SAFE SPORT Salzburg</p>	<p>Non-profit organisation working with children in primary schools for violence prevention.</p> <p>Responsibility for child protection in the provincial sports government of Salzburg -> dissemination.</p>
<p>PIA, responsible for SAFE SPORT Upper Austria</p>	<p>Non-profit organisation working with children in primary schools for violence prevention.</p> <p>Responsibility for child protection in the provincial sports government of Upper Austria -> dissemination.</p>

Sport

Umbrella organisations

Organisation	Role and responsibilities
<p>100% Sport</p> <p>Centre of Gender Expertise</p> <p>SAFE SPORT AUSTRIA Department</p>	<p>Austrian Centre of gender expertise (non-profit association).</p> <p>Established and financed by the Ministry responsible for sport to establish gender equity and gender mainstreaming in all sport policies</p> <p>Initiator of working groups and networks in the field of prevention of sexual harassment in sport.</p> <p>Institution responsible for the CSiS project and the building of child protection structures in Austrian sport</p> <p>Contact person for multipliers and persons of trust and athletes in the associations and federations.</p>
<p>Sport Austria</p> <p>Federal Sports Organisation</p>	<p>Central Austrian institution for co-ordination and consultation in Austrian sport (non-profit association)</p> <p>Co-ordination of sport policies, providing services for members and the federations of different sports and representing them in committees and bodies.</p> <p>Advice on steps and measures in the CSiS project through their experience in national and international committees. Distribution of information among the sport federations, giving support through the partnership with the child protection organisation "Die Möwe", providing support and moderation in case management.</p>
<p>ASVÖ</p> <p>General Sports Association Austria</p>	<p>Non-profit sports association.</p> <p>Represents 5,400 sports clubs with more than one million members, organised into structures with sub-structures in the nine federal provinces. Focus on health supporting sport and amateur sport.</p> <p>Disseminating information into federal structures top down.</p>

ASKÖ Working Group Sport and Physical Culture Austria	Non-profit sports association. Represents 4,400 sports clubs with 1.1 million members, organised into structures with sub-structures in the nine federal provinces. It supports diversity in sport at all levels. Disseminating information into federal structures top down.
SPORTUNION	Non-profit sports association. Represents 4,370 sports clubs with 921,000 members, organised into structures with sub-structures in the nine federal provinces. Focus on amateur sport with the slogan “we move people” and Christian values. Disseminating information into federal structures top down.

Federal sport bodies

Organisation	Role and responsibilities
Ministry responsible for sport Part of the Ministry of Arts, Culture, Civil Service and Sport	Funding all institutions of organised sport together with the Ministry of Finance. Authority to give annual directives on the topics to be fulfilled by the sport organisations as a precondition for receiving funding. Initiator of legislative processes (for example child safeguarding in sport). Initiator and subsidiser of 100% Sport. Placed the CSiS projects in the hands of 100% Sport. Responsible for the sustainable funding of child protection in sport.
Family Ministry Part of the Ministry of Work, Family and Youth	Responsible for violence protection in families and supporting victims in lawsuits together with the Ministry of Justice. Co-funding projects and measures in child protection. Important partner for child protection organisations and the Ministry responsible for sport in integrating the topic of child protection into all policies.
Fit Sport Austria	Institution for health and grassroots sport (non-profit association) from children to seniors, funded by the umbrella organisations ASVÖ, ASKÖ and SPORTUNION. Co-ordinator of the Network “Health promoting physical activity for children” in co-operation with kindergartens and elementary schools. Main goal is that sport instructors and trainers from ASVÖ, ASKÖ and SPORTUNION go into schools to share their expertise in sport with teachers. In addition, children who like this type of physical activity are invited to training sessions in sports clubs to increase membership. This aims to be a win-win situation between schools and sports clubs and is organised into the three umbrella organisations. Part of the Network “Supporting physical activity Austria”. Bringing child protection standards into training programmes for instructors and trainers. Giving input concerning the need for support through instructors working with children. Dissemination among their networks.
ÖOC Austrian Olympic Committee	Non-profit association, founded in 1908 to support Austrian athletes on their way to the Olympic Games, supporting sports at a high level and engaged in dope-free, respectful, fair and successful sport. Representing and spreading child protection measures and standards in competitive and Olympic sports in Austria.

Institute of Sport Science, University of Vienna	<p>Research and education in the different fields of sport.</p> <p>Higher education for sport scientists and teachers in physical education in secondary schools.</p> <p>Bringing child protection standards into higher education on university level for teachers in physical education, coaches and staff of sports associations</p> <p>Discussing and supporting the project aims within the working group Prevention of Sexual Harassment.</p> <p>Support in monitoring and evaluation.</p>
ÖBS Austrian Federation of Sport Psychology	<p>Network of Sport Psychologists (non-profit association) working with athletes in high-level sports and young athletes in sport federations and sports clubs.</p> <p>Working in about 45 sport federations as an “interface” between sport and child protection organisations. They bring child protection standards into the federations they work with and serve as contacts for athletes in matters of child protection (professional confidentiality).</p> <p>Guidance for the federations on structural changes for child protection.</p> <p>Giving support in crisis intervention</p>

Sport Federations - “Pilot Federations”

Organisation	Role and responsibilities
ÖFB Austrian Football Federation	<p>First declared Child Safeguarding Officer in Austrian sport, trained by UEFA.</p> <p>Assuming a kind of “testimonial role” in Austrian sports concerning child protection.</p> <p>Spreading child protection standards in the Playmakers Network organised across all nine federal provinces.</p>
ÖBSV Austrian Disability Sports Federation	<p>Supporting the project team with long-standing expertise in prevention of violence, especially in the federal province of Vienna.</p> <p>Dealing with child protection standards in the even more vulnerable field of disability sport.</p>
Rugby Austria	<p>Federation with an open-minded and child protection-supporting chair with a good network in international sport.</p> <p>President supporting child protection activities as speaker and multiplier with a “testimonial role” for other chairs and presidents.</p>
ÖBSV Archery Austria	<p>Federation with an open-minded and child protection supporting staff, working closely with 100% Sport on prevention of sexual harassment.</p> <p>Another “testimonial federation” to go ahead with child protection measures.</p>

Legal support

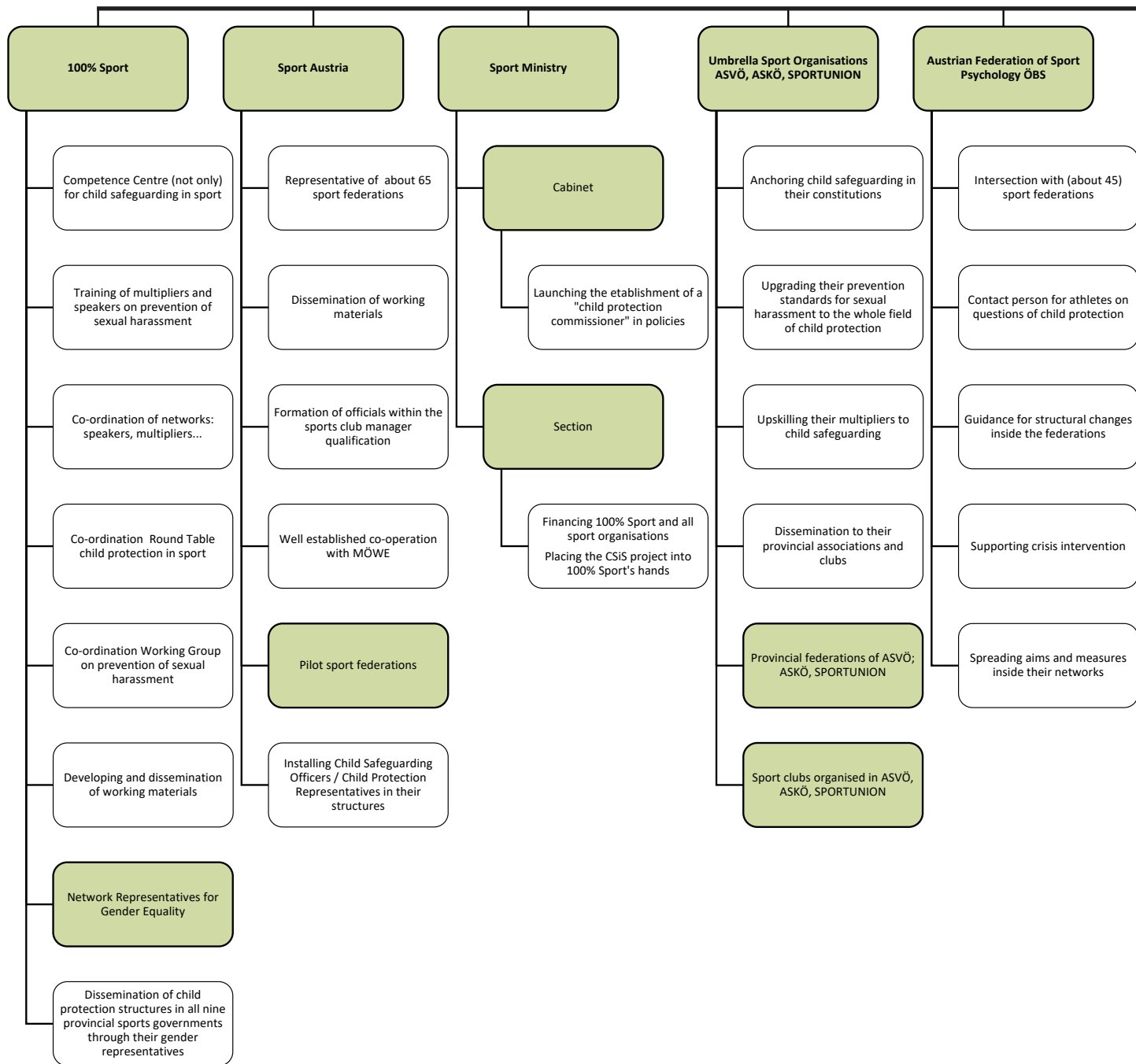
Specialty	Role and responsibilities
Sexual Harassment Child Safeguarding	<p>100% Sport working group.</p> <p>Providing support and experience of processes for affected persons alongside legal possibilities to protect children.</p>
Sports Law	<p>100% Sport advisory board.</p> <p>Providing support in sports law questions.</p>

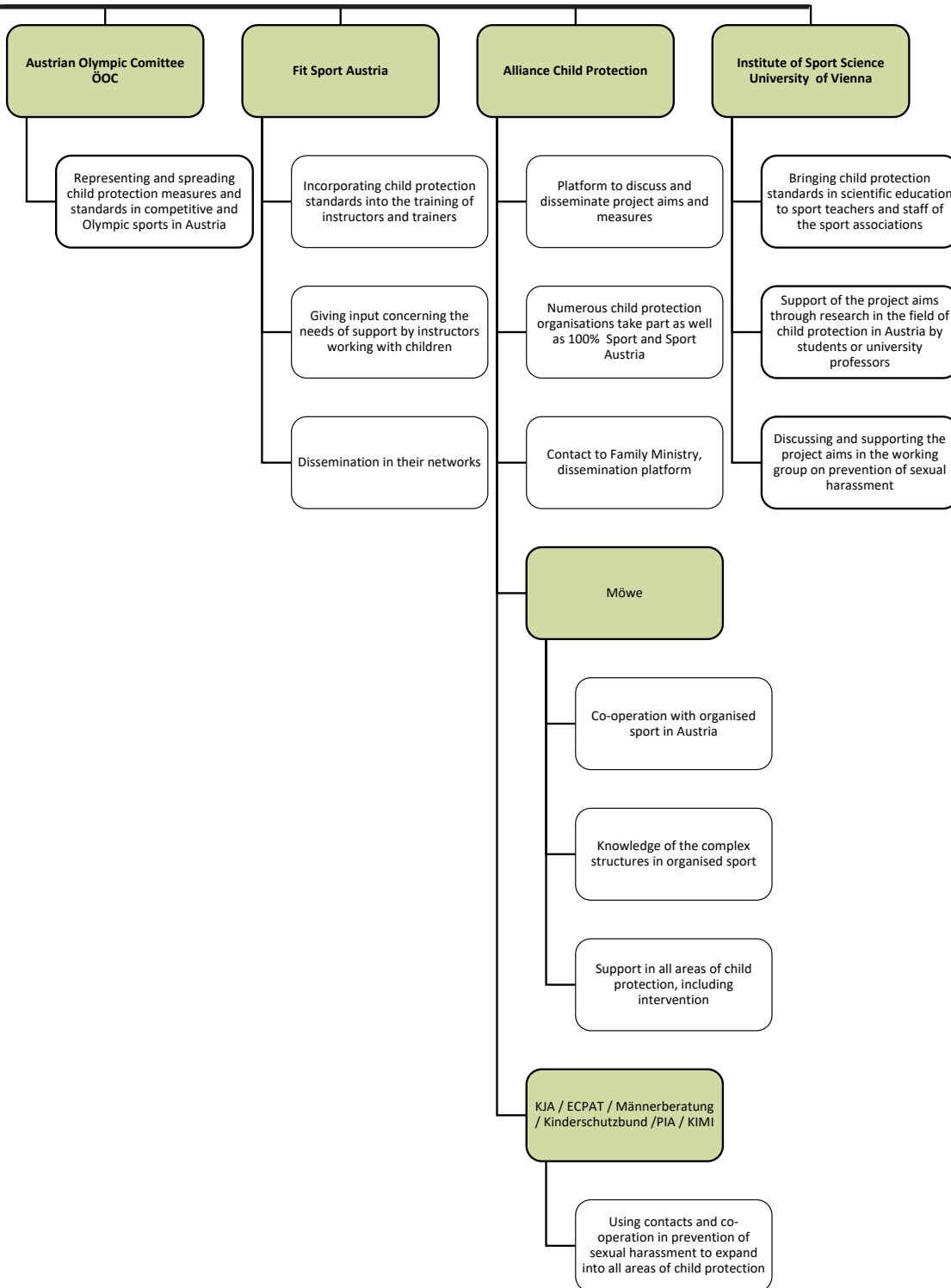
Networks, Working Groups or Federations to inform about measures, steps and results (all members)

Description	Role and responsibilities
<p>Network of Speakers for prevention of sexual harassment in sport</p> <p>33 persons (status October 2020)</p>	<p>Trained and co-ordinated by 100% Sport with network meetings providing information and further education twice a year. Network Co-ordinator frequently informs members of news and projects.</p> <p>Members:</p> <ul style="list-style-type: none"> ▶ “pioneers from the very beginning” of prevention of sexual harassment in Austria ▶ sport psychologists ▶ officials of sport organisations ▶ staff of child safeguarding organisations <p>Dissemination platform.</p>
<p>Network of Multipliers for prevention of sexual harassment in sport</p> <p>92 persons (status October 2020)</p>	<p>Trained and ideally installed in all nine federal provinces and co-ordinated by 100% Sport (in co-operation with Sport Austria) and the three umbrella sport organisations ASVÖ, ASKÖ, SPORTUNION. Annual network meetings planned for 2021 and frequently informed about news and projects by the Network Coordinators.</p> <p>Members:</p> <ul style="list-style-type: none"> ▶ representatives of sport organisations which are interested in and feel able to handle the topic ▶ sport psychologists ▶ staff from provincial offices <p>Dissemination platform.</p>
<p>Working group on prevention of sexual harassment in sport</p> <p>16 persons (status October 2020)</p>	<p>Installed by 100% Sport in 2014 as one of four working groups to implement the EU Strategy “Gender Equality in Sport. Proposal for Strategic Actions 2014-2020”, and the one working group continuing to work.</p> <p>Members:</p> <ul style="list-style-type: none"> ▶ Institute of Sport Science, University of Vienna (Leadership) ▶ 100% Sport (Initiator and Coordinator) ▶ Sport Austria ▶ ASVÖ, ASKÖ, SPORTUNION ▶ ÖBS Austrian Federation of sport psychology ▶ Advice Centre for boys and men ▶ KIMI ▶ ÖBSV Austrian Disability Sports Federation ▶ Fair play initiative against discrimination, social inclusion and human rights in sport ▶ Institute for sex education ▶ White Ribbon - campaign against violence caused by men ▶ Austrian Sports resort BSFZ Südstadt <p>Dissemination platform.</p>
<p>Network “Alliance Child Protection”</p> <p>27 persons (Kick-off-event September 2020)</p>	<p>Recently founded platform, initiated by ECPAT Austria within the framework of the EU project “Safe Places”</p> <p>Members:</p> <p>Children’s rights and child protection organisations from all nine federal provinces Umbrella sport organisations (100% Sport, Sport Austria) ÖBS Austrian Federation of sport psychology</p> <p>Dissemination platform.</p>

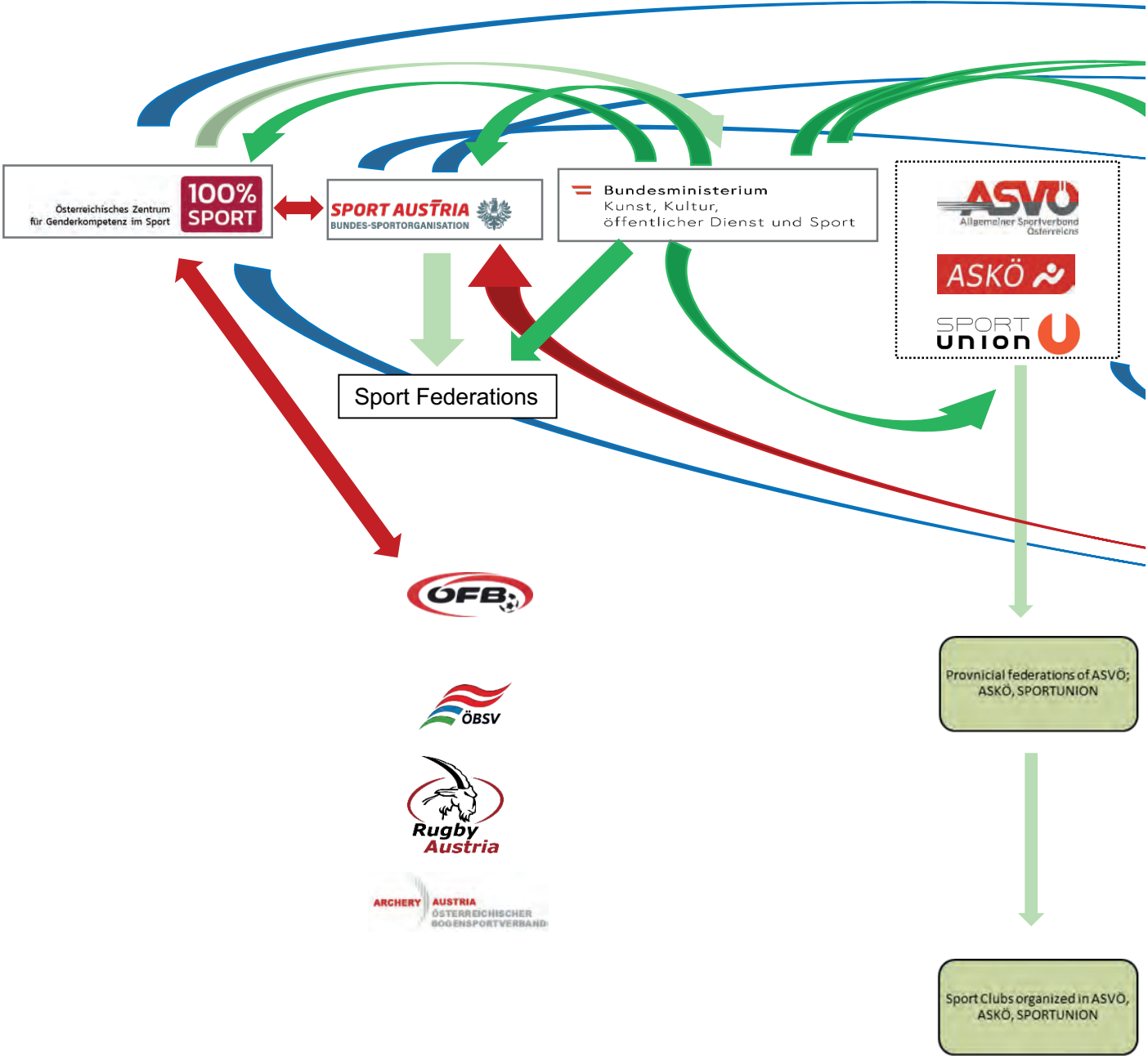
<p>Network of Gender Equality Officers</p> <p>98 persons (status October 2020)</p>	<p>Implemented and co-ordinated by 100% Sport, it is a long-established stable exchange and support platform. Network meetings with information and further education occur twice a year and Network Coordinators frequently share information on news and projects.</p> <p>Members: gender equality officers from all sport federations and organisations provincial sports governments</p> <p>Dissemination platform, especially for the federal government structures.</p>
<p>Federations already in close contact with 100% Sport</p>	
<p>ÖFT</p> <p>Austrian Federation of Gymnastics</p>	<p>Dissemination of project goals and measures among its clubs and members, setting standards in federation structures.</p>
<p>JJVÖ</p> <p>Jiu Jitsu Federation Austria</p>	<p>Dissemination of project goals and measures among its clubs and members, setting standards in federation structures.</p>
<p>ÖVV</p> <p>Austrian Volleyball Federation</p>	<p>Dissemination of project goals and measures among its clubs and members, setting standards in federation structures.</p>
<p>ÖSV</p> <p>Ski Austria</p>	<p>Dissemination of project goals and measures among its clubs and members, setting standards in federation structures.</p>
<p>ÖRSV</p> <p>Wrestling Federation Austria</p>	<p>Dissemination of project goals and measures among its clubs and members, setting standards in federation structures.</p>

Child safeguarding in sport - roles and responsibilities






Child Safeguarding in Sport – Relationships

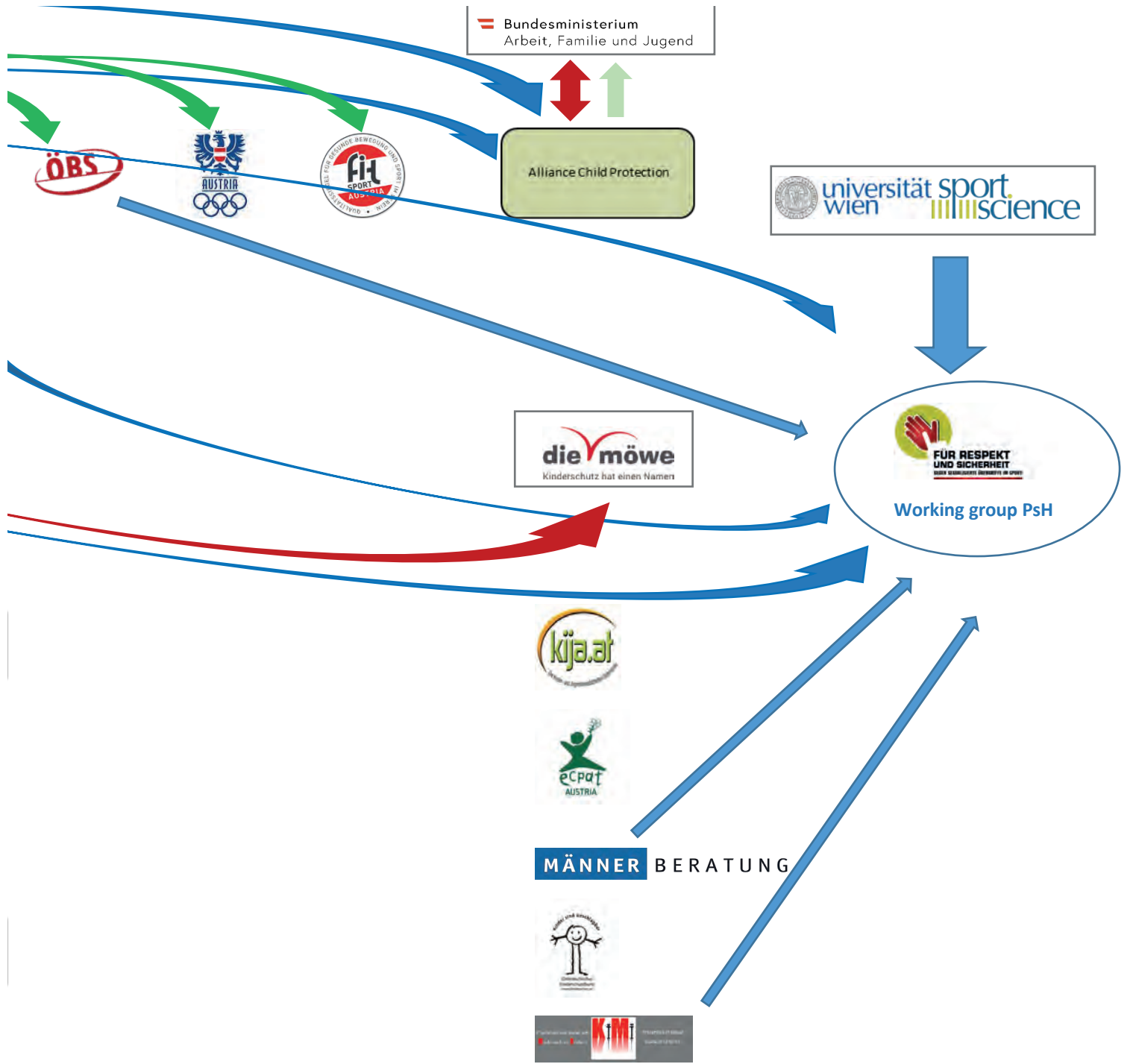


Networks 

Co-operation 

Funding and associated directives (annual focal points, guidelines to fulfil, issues to work on) 

Recommendation 



Document prepared by Kari Fasting, Safe Sport International (July, 2020)

The structure of sport in Austria is complex as shown in the figure in Appendix 1. **Sport Austria** is the umbrella organisation for sport organisations which covers five groups. 'Umbrella' sport organisations (Bundes-Sportdachverbände) that consist of three associations - ASKÖ (Association for Sport and Physical Culture in Austria), ASVÖ (General Sports Association of Austria) and SPORTUNION, the 60 elite sport associations organised in Bundes-Sportfach Verbände, the national organisation for disabled/adaptive sport, Olympic and Paralympic Committee and the Special Olympics Österreich.

The figure also illustrates the partnership that Sport Austria has with different federal bodies such as the Ministry responsible for sport in addition to five other ministries. 100% Sport is an important partner organisation and is entrusted by the Ministry responsible for sport to deal with issues on gender equality including the prevention of sexualised violence. Recently, 100% Sport has also been entrusted to advance and handle child safeguarding in sport. While 100% Sport is not part of the Ministry responsible for sport and operates as an independent NGO it is financed by the Ministry responsible for sport.

Austria is composed of nine federal provinces that are responsible for sport and youth protection. This means there are nine different sport laws and nine different youth protection laws. At national level there is no sport law, only anti-doping law and a national sport promotion law that regulates the distribution of the national sport funding.

At national level, Austria has four laws that focus on the rights of children and their protection. None of them mention sport specifically, but they are all valid for sport - Austrian General Civil Law/Code (ABGB)²; Federal Child and Youth Welfare Act (B-KJHG)³; Protection Against Violence Act (GewSchG)⁴ and Criminal Code (StGB)⁵ which addresses the rights of victims of violence. The Federal Child and Youth Welfare Act regulates compulsory reporting for certain professional groups and institutions that work with children. They have a duty to report suspected cases to child and youth welfare agencies. This does not include the organised sport system. According to Austrian criminal law *inter alia* deems the following acts as offences; bodily harm, dangerous threats, rape, coercion, sexual abuse of minors and abuse of an authority position. Insults and continuous defamations on the Internet (cyberbullying) has been a criminal offence since the beginning of 2016 (§ 107c StGB).

As mentioned above there is no national sport law. Accordingly, there are no explicit links between safeguarding laws/regulations at the national level. There are no compulsory standards regarding safeguarding when it comes to the allocation of national sport funds. Non-compulsory "standards", guidelines and recommendations do exist, such as the brochure "Respekt und Sicherheit (Respect and Safety) – gegen sexualisierte Übergriffe (sexual abuse) im sport", published by the Ministry responsible for sport and 100% Sport. It includes 'standards' on the prevention of sexual violence in the form of non-compulsory recommendations. The brochure is used as a basis for the 'Respect and Safety' – training courses and workshops (see below).

- ▶ Austria has a national law (National Sport Promotion law) that regulates the distribution of national sport funding. The National Sport Promotion law does not regulate or give any directives on safeguarding (of children). Since 2019, national sport organisations who apply for national sport funding are asked to describe their planned and ongoing activities for the prevention of sexualised violence. There are however no minimum-requirements or recommended actions from the funding body. Nor are there any consequences, positive or negative, if sport organisations choose to, or not to mention any actions taken or not taken,

1 The data is collected by 100% Sport and by interviewing Claudia Koller, the study on Gender-Based Violence in Sport by EC (2016) the ALL IN project by CE (2019), and the following web <https://www.sportaustria.at/de/start/> and <https://100prozent-sport.at/>.

2 Allgemeines Bürgerliches Gesetzbuch (ABGB)

3 Bundes Kinder- und Jugendhilfe Gesetz (B-KJHG)

4 Gewaltschutzgesetz (GewSchG)

5 In addition, the statute on responsibility of legal entities (Verbandsverantwortlichkeitsgesetz VbVG). The VbVG led to an expanded scope of liability within the StGB which now regulates that legal persons can be held accountable.

- ▶ Some of the national federations which distribute funds to their associated provincial federations, require a signature on an ethical code, submission of a clean criminal record, designation of a trust person/“multiplier” (see job description below) or the inclusion of a statement against violence in the organisation’s statutes.
- ▶ Sport Austria has recently changed their statutes on their admission criteria. New applicant organisations must fulfil the minimum-standard of a “declaration against violence” to be accepted. No concrete form on how to present this “declaration” is required. **Recommended** actions include inclusion in the statutes, naming a trust person’ and working with a victim support organisation. Sport Austria recommends and supports the 67 existing members to take action and has also launched a five-point programme for the prevention of sexual violence in sport (Appendix 2).
- ▶ The Olympic Committee has a written plan to prevent and combat gender-based violence, monitoring and evaluation mechanism and human resources dedicated to its implementation (CE 2019).
- ▶ Some sport organisations require their officials, coaches, board members, etc. to issue a clean **criminal record**. According to the EU study on “Gender-Based Violence in Sport”, Austria along with 15 other member States has legal provisions that “prevent convicted (and in some cases suspected) offenders from performing (paid and/or volunteer) roles with children, including in sport”. The three umbrella organisations require the participants on the basic sport coach education course to present a clean criminal record to take part in the course.

A blueprint for a **code of conduct** is included in the brochure “Respect and Safety” developed by 100% Sport and is available to download. It is recommended by Sport Austria, but is not mandatory for a code of conduct to be signed by all members of a sport organisation and/or integrated into the statutes of the organisation. Many sport organisations use the blueprint or an adapted version. The “ALL IN” study carried out by the Council of Europe in 2019 revealed that 16 elite level sports had developed codes of conduct/ethical guidelines for coaches and decision makers.

The same study found that 17 sports had a written policy and/or action plan for preventing and combating gender-based violence in sport, and 10 had appointed a welfare or protection officer (multiplier).

In 2017 the Austrian Ski Association set up a committee of enquiry which was supposed to handle current accusations. The committee published a report in which they suggested the ski association should appoint an ‘**ombudsperson**’. This however appears not to have been implemented yet.

- ▶ At the provincial level two (Oberösterreich and Salzburg) of the nine federal provinces have set up a Safe Sport Unit in their federal state sport organisation. The responsibilities and roles of these units differ. In Vienna, a multi-sectoral group of mainly victim support experts handle the case management of some “sport cases” for the province. There are child protection centres (Kinderschutzzentren) and children and youth advocacy agencies (Kinder-Jugendanwältschaften) in all nine federal provinces which regularly deal with “sport cases”. These organisations have their roles regulated by law. In some provinces, a cross-sectional network has been started to exchange knowledge on prevention measures in sport.

Since 2017, 100% Sport has been offering the “**Prevention of sexualised violence**” – training course for experts in psychology and sport and who are now available as speakers and workshop leaders for sport organisations. The speakers must meet several requirements to be listed as a 100% Sport speaker for the course (Appendix 3).

Against the background of the “**Respect and Safety**” initiative the three umbrella sport organisations, Sport Austria and 100% Sport have been offering training for designated “**Multipliers**” from sport organisations. Multipliers are employees or volunteers of sports associations and clubs who want to advance the work for more respect and safety in sports. They are **contact persons** for questions on the topic of respect and safety and refer those affected to expert facilities, if necessary. The multipliers help to anchor the prevention of sexual violence in the structures of Austrian sports organisations.

The tasks of multipliers:

- ▶ Provide advice on preventive measures
- ▶ Networking with victim support organisations and advice centres
- ▶ Supporting associations in organising training courses
- ▶ Prevention of sexual violence in sport.

There is a co-ordinator in all three of the national umbrella sport organisations and the national federation for disability sport who co-ordinates the “multipliers” of the federal organisations (these four national organisations are supposed to have nine federal provincial organisations -> 4x9 multipliers). To date, all four national organisations trained and networked with their multipliers separately.

From the 60 national elite sport associations, only 30 have sent someone to a 100% Sport/Sport Austria “Multiplier”-Training course. It is recommended that every sport association should designate a multiplier and/or name a contact person on their web page. To date, no network meeting or further training for the educated “Multipliers” of elite sport associations has taken place.

In the federal province of Salzburg, the Safe Sport Unit of the provincial government asked all provincial elite sport associations to name a trust person and 33 organisations did. The tasks of these trust persons are found in Appendix 4.

Today there are 35 speakers/workshop leaders in the nationwide network, 30 multipliers in elite sport, 33 multipliers at the grassroots level plus 33 trust persons in Salzburg making a total of 131.

Concerning **education and training**:

- ▶ Sport Austria provides information and a 30 min. basic lesson free of charge for all its members and a 4-hour course for staff and volunteers of sport organisations three times a year.
- ▶ 100% Sport offers one day Multiplier training twice a year (free of charge).
- ▶ The umbrella sports organisations have included “Respect and Safety” basic information in a 2-hour session on sport and societal issues in their basic sport coach courses.
- ▶ The Austrian Sport Academy has begun to include awareness training in some of its courses.

All the listed courses are based on the concepts presented in the brochure “Respect and Safety”- produced by the 100% Sport working group. At present, the materials do not have an explicit child safeguarding focus but rather a general approach to safeguarding.

The 100% Sport speakers held courses for athletes, parents, coaches and board members related to sport and safety.

Concluding remark

It seems to be a challenge that there are no laws or regulations for sport at the national level and that none of the safeguarding efforts are mandatory. In addition, case management is less developed than the other measures.

APPENDIX 1

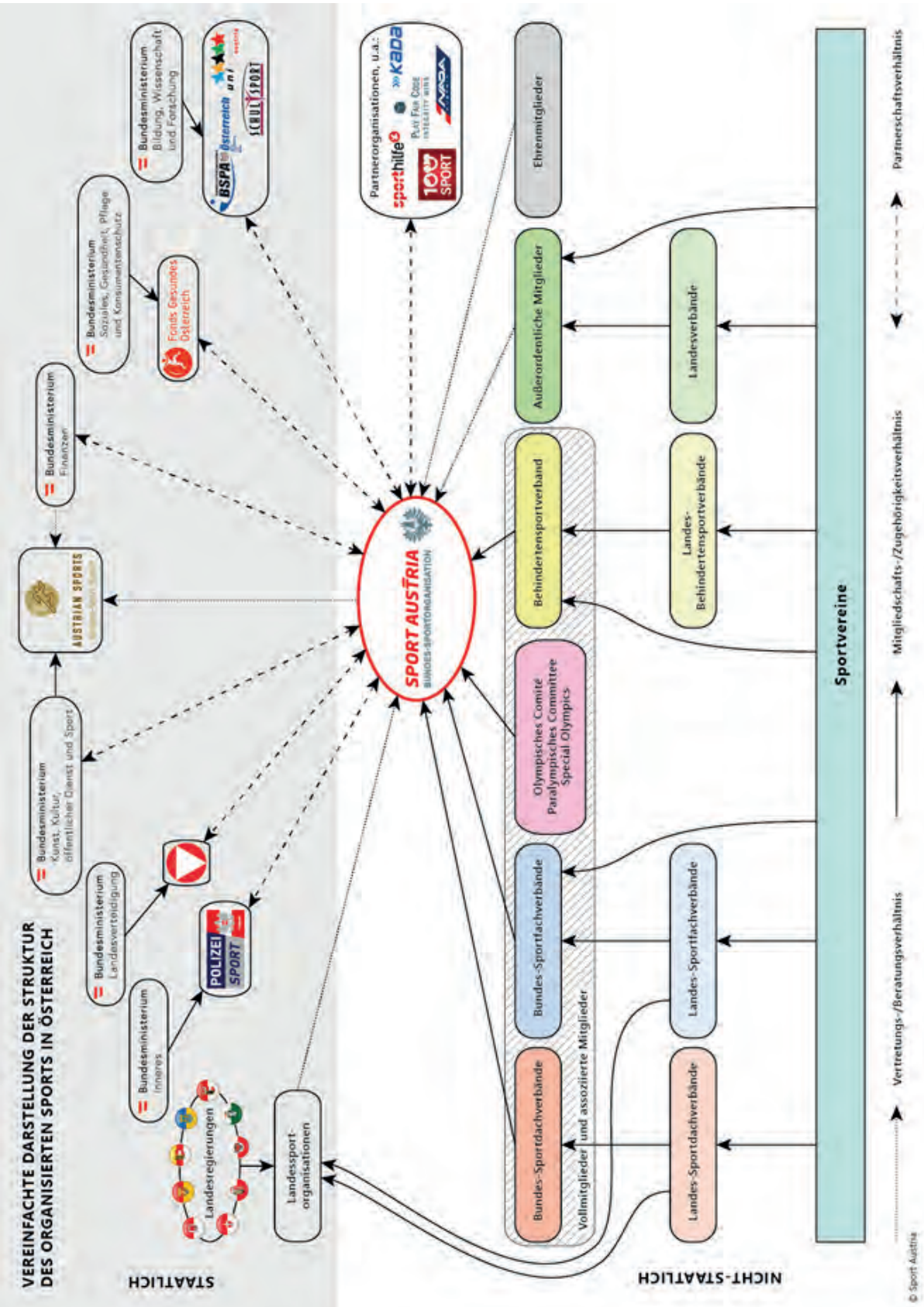


Figure 1: Sport Structure in Austria, (Sport Austria 2020, Access on 10.7.2020 at: <https://www.sportaustria.at/de/sport-in-oesterreich-und-europa/sport-in-oesterreich/struktur-und-organisation/>)

APPENDIX 2

Sport Austria's five-point programme for the prevention of sexual violence in sport

- Sport Austria will inform its member associations on a regular basis about issues of the prevention of sexualised violence via its various communication channels (broadcasts, newsletters, meetings).
- The associations receive further support in the implementation of the recommended measures (such as obtaining a criminal record certificate for child and youth welfare, implementing a code of ethics or guidelines for behaviour including relevant information in the statute, employing trusted persons and multipliers, implementing communication measures, and working with external institutions). An example list is kept. Support by external experts can also be promoted as part of Sport Austria's - Service Plus Offer.
- The network of trained "Multipliers/Trust persons/experts" will be further expanded. Sport Austria continues the advanced training program on "Respect and Safety" and integrates the topic into other modules on the Sport Austria management course. Training for "Multipliers" and "Experts" is delivered in co-operation with 100% Sport. Each member association should have at least one trained person as an internal contact person for preventive measures and crisis management.
- As a second pillar in addition to the intra-association prevention work, Sport Austria is continuing its co-operation with external specialist institutions. Networking with 100% Sport and the child protection centre "Die Möwe" is actively maintained. "Die Möwe" is therefore also available to the member associations of Sport Austria as an external expert organisation.
- Sport Austria supports the ongoing (further) development of information and materials for different target groups (such as officials, trainers, athletes, children, adolescents, and parents) in co-ordination with the relevant specialist bodies and is the representative interface to the organisations of organised sport.

APPENDIX 3

The speakers must meet the following requirement to be listed as 100% Sport speaker for “Respect and Safety”.

1. They must issue a clean criminal record before entering the one-day training course.
2. They must hold a presentation of the learned content at the end of the course.
3. They must accompany an experienced 100% Sport speaker before they are allowed to deliver workshops themselves.
4. They must pay an annual membership fee to remain in the network.
5. They must document their speaker activities to 100% Sport on an annual basis.
6. They must attend the annual 100% Sport training.

Their service is not free of charge. The organisation who books a workshop must pay for the course.

APPENDIX 4

Trust persons (Salzburg)

Being a Trust person includes the following tasks:

Contact person between members of the sport association and external organisations (e.g. Safe Sport Unit).

Can and should be contacted by club officials, trainers, parents, athletes in the following cases:

- ▶ Help with the implementation of the “We pay attention to each other rules” in the clubs. This includes the points listed on the “Recognise Signals - We Pay Attention To Each Other” poster.
- ▶ Help in arranging lectures for parents and trainers, athlete workshops etc. For this purpose, a pool of eligible persons is created.
- ▶ Contact person for suspected cases.
- ▶ Developing a culture of awareness and respect - everything that feels “weird” should be evaluated.
- ▶ Regular training and networking.
- ▶ The trust person has a “duty of confidentiality” and a “duty to act” (i.e. to inform the Safe Sport Unit).

The trust person is part of the emergency plan – they do not have to do it all.

Ideally, there is a female and male trust person in every organisation (especially in the larger ones).

The following are NOT responsibilities of a trust person:

- ▶ Crisis intervention.
- ▶ Interviews with those affected in suspected cases - this must be done by experts.
- ▶ Long-term care for affected people (affected athletes, their families, clubs concerned, etc.) will be taken over by trained experts.
- ▶ Deliver all the training courses.
- ▶ Be a trusted person for all athletes - this is not necessary, nor possible.

All children/adolescents should have a personal trust person. S/he can then contact the trust person of the association.

(Chris Karl, Fachstelle Safe Sports Salzburg)



Warm thanks to everyone who has contributed to the development of the roadmap, in particular **Claudia Koller** and **Barbara Kolb** from 100%Sport, **Anne Tiivas** and **Kari Fasting** from Safe Sport International and to the Austrian core group and steering committee members.

” Up your game, strengthen your squad!

www.coe.int/CSiS

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“Child Safeguarding in Sport” (CSiS) aims to strengthen the ability of partner countries to prevent violence against children and to promote their well-being in sport, by developing effective child safeguarding in sport policies that ensure safe, positive and empowering sport environments for all children. Activities include:

- Designing country-specific roadmaps which include concrete steps for setting up positions of Child Safeguarding Officers in sport.
- Updating and extending the existing online resource centre with examples of practices and initiatives to cover all forms of violence and abuse against children in sport.



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