

ISRAEL

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 for the development and implementation of 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 Israel, the lead as national co-ordinator has been taken by the Ministry of Culture and Sport which was supported both by an expert in this field at national level and by the international expert organisation SSI. Israel joined the CSiS project with a vision to ensure that sport provides all children in Israel with a safe and protected environment and in a manner that supports children's rights, interests and development.

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 Centre⁴.
- ▶ 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 through the “Pro Safe Sport+” project to share practices and resources for 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, sport 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.

1. 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.

2. 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.

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

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

3. System and structure for responding to concerns about children and young people
4. Advice and support
5. Education and training framework

Although the project does not elaborate on them, partners were also encouraged to consider doing work regarding the additional building blocks:

6. Minimum operating standards/quality assurance frameworks
7. Guidelines for ethics and behaviour
8. Safe recruitment system
9. 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 Israel, 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
 - 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:

- ▶ Ministry of Culture and Sport: Ms Nurit Taragano Sharvit and Mr Shlomo Savia
- ▶ National Centre for Advancement of Women’s Sport in Israel (ATHENA): Ms. Merav Olejinik
- ▶ The Olympic Committee of Israel: Adv. Vered Booksale and Adv. Ori Keidar
- ▶ Reichman University (IDC): Prof. Gershon Tenenbaum
- ▶ Association of Sport Department Administrators in the Local Authorities: Ms Mazal Gabay
- ▶ Israel School Sport Association: Mr Yoram Cohen, Mrs Tal Ankona, and Ms Sana Badir
- ▶ Israel Basketball Association: Dr. Netta Abugov
- ▶ Israel Football Association: Ms Sharon Zevi
- ▶ Israel Water Polo Federation: Ms Revital Cohen

- ▶ Israeli Climbing Association: Adv. Sharon Abraham-Weiss
- ▶ The Peres Academic Centre: Dr. Zeev Lerer
- ▶ NOC – Athletes' Commission: Mrs Neta Rivkin, Chair NOC Athletes' Commission
- ▶ Athlete Representative: Adv. Danielle Frenkel Brinner
- ▶ National Council for the Child (NCC): Adv. Liron Eshel, and Adv. Daniella Zlotnik Raz
- ▶ Association of Rape Crisis Centres in Israel (ARCCI): Dr. Carmit Klar Chalamish

The core group member organisations were:

- ▶ Ministry of Culture and Sport: Ms Nurit Taragano Sharvit and Mr Shlomo Savia
- ▶ National Centre for Advancement of Women's Sport in Israel (ATHENA): Ms Merav Olejinik
- ▶ The Olympic Committee of Israel: Adv. Vered Booksale
- ▶ Israel Football Association: Ms Sharon Zevi
- ▶ The Reichman University (IDC): Prof. Gershon Tenenbaum
- ▶ National Council for the Child (NCC): Adv. Liron Eshel and Adv. Daniella Zlotnik Raz

The first round table was held on 20 October 2020. The project was presented in full to members of 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 and the role and responsibilities of the steering committee members.
- ▶ Agreement on the model for CSO roles to be further discussed, its scope in relevant organisations, prerequisite knowledge and skills and support needs.

The next step was the completion of the working document by the national co-ordinators and national consultant who worked closely with the core group and international consultant. The working document became the basis for drafting the roadmap. Meetings of the steering committee, core group meetings and high-level meetings took place to work towards the design of the roadmap on child safeguarding in sport.

The second round table took place on 21 October 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, prerequisite knowledge and skills and support needs. Following discussions the roadmap was finalised and approved by the steering committee.

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 for Israel and focuses on each of the five priority building blocks for the development of child safeguarding in sport policy. In 2020, the SSI carried out desk research together with a SWOT analysis and specific recommendations. 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:

- ▶ In Israeli legislation, various laws and regulations relate to children's welfare, well-being and rights, some of which can be applied to sport. For example, the mandatory reporting obligation anchored in the Penal Code (§368(d)) requires everyone to report any case where there is a reasonable basis to suspect that a child (under the age of 18 years) has been abused by a person responsible for him or her (e.g., parent, guardian, teacher, coach) to the police or a child protection officer. This applies to physical and sexual abuse, neglect and physical assault resulting in an injury. The law also requires that a school principal or staff member in care, education or therapeutic institutions report to the police or to a child protection officer such abuse, even in cases where it was not committed by the person responsible for the child.
- ▶ Israel has its own Sports Law. However, to date, there is no specific legislation that concerns child protection in sports.
- ▶ Israel has many procedures in place in the field of safeguarding children in sport.
- ▶ Different actions taken must be co-ordinated and combined in a policy specifically aimed towards children.
- ▶ The Ministry of Culture and Sport plans to appoint a prevention officer in each sport association – and a certification programme for these positions (70 people currently).
- ▶ Include the topic of safeguarding and prevention of sexual harassment of children in sport in all courses for instructors and coaches.
- ▶ Introduce the safeguarding theme to presidents and CEOs of Israeli sport associations.
- ▶ The system for case management seems to be less developed.
- ▶ Existing guidelines on specific types of undesirable behaviour need clarification. The focus on preventing and combatting sexual harassment should be widened to include physical and psychological harassment and abuse, neglect and bullying. This widened focus should be included in the education of safeguarding officers and should also include a focus on children. The Israeli Olympic Committee's “Rules for the Prevention of Sexual Harassment and Promotion of Safeguarding in Olympic Sports in Israel” does not mention children specifically.
- ▶ The prevention system developed by the Israeli Olympic Committee needs to be co-ordinated with the other safeguarding work developed by the Ministry for Culture and Sport in a defined relationship.

The full version of the desk research is available in the Appendices.

SWOT Analysis

Strengths and Opportunities

- ▶ There is already existing legislative and policy frameworks for safeguarding and protecting children which cover abuse inside and outside of the family.
- ▶ Israel is a signatory to the United Nations Convention on the Rights of the Child (UNCRC) which informs all related legislative and policy development.

- ▶ The mandatory requirement for everyone to report concerns about a child being abused is fully inclusive, although sport is not referenced specifically.
- ▶ Future opportunities to ensure sport is included and referenced in child protection policy documents can be addressed in the CSiS project.
- ▶ Considerable work has been done in recent years in Israel to combat gender-based violence and address sexual harassment and abuse – this provides opportunities to build upon the learning from existing policy and practice initiatives.
- ▶ Mapping work could be completed across these initiatives and CSiS building blocks for the roadmap.
- ▶ Monitoring and evaluation processes already developed in aforementioned areas could be adapted for the current project.
- ▶ Emerging role of the National Council for the Child (NCC) in policy, advocacy and direct delivery of awareness and education resources on child protection in sport provides positive opportunity for collaboration between children's rights, child protection agencies and sport.
- ▶ There is a need to clarify the full scope of Ministry of Culture and Sport's multi-disciplinary committee for safeguarding and prevention of sexual harassment of children in sport.
- ▶ There has been a strong history of education and training in sport. It is not unusual to have a coaching workforce which is predominantly paid and has access to comprehensive programmes in this area.
- ▶ This project needs to address how the Child Safeguarding Officer (CSO) training can benefit from the existing training infrastructure.
- ▶ Gaps between mainstream child protection legislation and policy – and sport law and policy – can be narrowed to develop holistic multi-agency and multi-disciplinary approach.

Weaknesses and Threats

- ▶ Sport policy and intervention has primarily focussed on adults when addressing gender-based violence and sexual harassment.
- ▶ The current work on child safeguarding has a focus on prevention and response to sexual violence.
- ▶ For this project, the sport policy response and the CSO roles need to focus on all forms of non-accidental violence (physical abuse, psychological abuse, neglect, bullying and peer abuse). This approach needs to be reflected in policy, codes of ethics and conduct and education programmes. The steps to achieve a holistic approach will need to be refined in the CSiS project.
- ▶ There are several terminologies used to describe approaches to creating a safe environment for all, such as 'safe spaces' and 'promotion of protectiveness'.
- ▶ Sexual harassment prevention and response terminology appears to have been applied to adults and children, whereas harassment is usually referenced in terms of adults only and 'sexual abuse' or 'violence' concerns children and young people under the age of 18 years.
- ▶ Definitions need to be clarified to ensure the scope of the sport organisations' remit and the role of the CSO is consistently defined.
- ▶ It is not yet clear how the CSO role will fit alongside the roles of Sexual Harassment Prevention Officers' and trustee roles for 'safe space'.
- ▶ Capacity for training the CSO roles and the potential delivery mechanism/s need further explanation.

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:

- ▶ Coherence of safeguarding policy at national level between the Ministries responsible for sport and for child protection, together with key sport infrastructure bodies at national and municipal levels.
- ▶ Stakeholder engagement/consultation and communication between the relevant state departments and municipalities. We recommend the development of a national policy framework for safeguarding children in sport and an action plan to realise this.
- ▶ At State level - a review of current legislation, government guidance, structures and systems to consider what needs to change/be built upon to realise the vision/mission of the roadmap to ensure every child is safeguarded in sport.
- ▶ The roadmap should be validated by the relevant Ministry.
- ▶ Consideration of the need to raise awareness with the general public and within the sport community about the importance of safeguarding children in and through sport.
- ▶ Existing research should inform policy and practice. Government should consider identifying gaps and supporting research into the prevalence and incidence of abuse in sport to demonstrate the need for this work, to raise awareness in the sport community and identify priorities for action.
- ▶ Any existing guidelines on safeguarding children, sexual violence prevention and gender-based violence should be built upon and incorporated into over-arching guidance on safeguarding children (and ideally adults) in sport.

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

Israel's sport structure is organised in two main branches - the competitive branch and the 'sport for all' branch. The competitive branch is organised and run by sport associations (Maccabi, Hapoel, Beitar, Elitsur, and Otsma) which historically and traditionally were managed by political parties. This orientation to some extent, is still true today. The sport unions oversee 67 sport associations ("igudim") which maintain 1000 clubs including 120,000 competitive athletes.

The Olympic Committee, Paralympic Committee, and non-Olympic sport committee are responsible for those elite athletes who have potential or a high level of excellence in their respective sports. The three committees

are financed from governmental budget and provide medical, mental, professional and financial support to those athletes.

“Sport for all” is managed by the municipalities spread across the country. Most of the municipalities operate a sport department which organises sport events (marathons, triathlons, family and children’s exercise) and similar activities. The municipalities are also in charge of competitive sport and organise local competitions and events.

The Sport Authority within the Ministry of Culture and Sport oversees sport within the educational system and supports sport events organised by the municipalities. It oversees Athena and the professional department which provides scientific support to Olympic and Paralympic athletes. It supports the Sport Boarding School located at the Wingate Institute and is also in charge of the Wingate Institute - The National Centre of Excellence in Sport. It initiated the Child Safeguarding and Sexual Harassment Prevention (CSiS) Project.

Statistical data and information regarding child abuse and violence against children in Israel are incorporated in the “Children in Israel: Statistical Yearbook”, an annual publication of the National Council of the Child (NCC). The publication includes updated and detailed statistical information on the diverse fields related to children’s lives in Israel.⁷ The number of criminal cases opened for sexual offences against minors increased between 2011 to 2018 from 2,001 to 2,544 - a 27% increase. Of the cases opened, 74% were due to sexual offences against girls and 26% were for sexual offences against boys.

Israel is a State Party to the Convention on the Rights of the Child ('UNCRC') and is therefore obligated to respect, protect, and fulfil children's rights, including the right of the child to protection.

The main stakeholder in relation to child safeguarding in sport is the Ministry of Culture and Sport. Other stakeholders in their general operations also address issues that relate to child protection in sport, for example, Parliament, Ministry of Education, Ministry of Labour, Welfare and Social Services, Ministry of Interior (Police Authority) and Ministry of Justice. Civil society organisations such as the NCC and ARCCI also play a part in relation to promoting policies, advocacy, assistance and support to child victims, tackling implementation issues in relation to children's rights, including in sport and in relation to sexual violence against children.

Still, there is a lack of national co-ordination in tackling the issue and currently there is no national policy framework on child safeguarding in and through sport in Israel. However, there are various laws and regulations that relate to children's welfare, well-being and rights - which are also applicable in the sport context. These are described in the desk research (Appendix 1).

Recently, a specific piece of legislation concerning child protection in sport has been passed. In October 2020, the Knesset (Israel’s Parliament) approved the “**Sexual Harassment Prevention Act Regulations (Obligations of Sport Bodies)**”. The regulation expands the obligations of sport organisations and bodies to also include education and training activities on preventing sexual harassment to be delivered to both coaches and professional staff and athletes of all ages. In addition, the regulation requires sport bodies and organisations to appoint a designated person to oversee the education and training activities and to submit an annual report to the relevant Knesset Committee on its activities in this field.

Besides legislation and policies, there are other relevant resources and documents with respect to child safeguarding in sport. For example Rules of Ethics for Sport in Israel: A Code of Fairness and Sporting Conduct (see Building Block 7), NCC booklet on identifying child victims of abuse and reporting obligations for sport coaches working with children, issued by the Ministry of Culture and Sport and relates to training resources (see Building Block 5).

7 For more information about the NCC Statistical Yearbook, see: <https://www.children.org.il/statistical-yearbook-children-in-israel/?lang=en>, and R. Lev-Wiesel, & T. Izakovitz, 'Abuse. Neglect and Violence towards Children in Israel, Triana Project, 2013 (In Hebrew).

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 to ensure children are safeguarded in and through sport and to promote and influence safeguarding developments.

This should specifically include that:

- ▶ 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.
- ▶ Partnership and funding arrangements contain safeguarding criteria.
- ▶ Partnerships provide written guidance to their stakeholders on safeguarding expectations.

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

- ▶ The steering committee should become the long-term strategic group to drive forward the agenda for safeguarding child safeguarding in sport. This group now needs to formalise its terms of reference to incorporate its vision, agreed values, principles, mission and objectives taking into consideration the desk research findings and the feedback from the first round table.
- ▶ The core group should have further discussion about how to engage and consult with other key stakeholders. The round table suggested consideration be given to holding focus groups.

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

For the CSiS project, partnerships were formed through the steering committee and core group activities to promote child safeguarding in sport in Israel and to design the roadmap. The steering committee reflects inter-sectoral and multi-level partnerships and consists of stakeholders from the field of sport, victim assistance and children's rights. Israel has adopted the CSiS recommended core group model which involves a small group and the project co-ordinator from the Ministry responsible for sport. A subject expert will develop the ideas agreed by the steering committee and members of the core group will consult with other members of the steering committee by email and round table meetings.

The following organisations are the main partners who share different roles and responsibilities and are members of the steering committee:

Sport Authority (SA) within the Ministry of Culture and Sport

The Sport Authority (SA) is a governmental entity responsible for sport activities in Israel. It operates with and under the auspices of the Ministry of Culture and Sport. The SA aims to develop and maintain sport at all levels by encouraging excellence and developing and supporting amateur and "sport for all" in all forms and sectors of the population.

The SA's role in the roadmap's implementation is to provide governmental support, be a regulator, develop and maintain administrative regulations to implement the roadmap policy, control the process and procedures of the policy, assign an OCSS and officer on Sexual Harassment Prevention in Sport, lead the steering committee and ensure legal support to the OCSS.

The National Centre for Enhancing Women in Sport (ATHENA)

Athena is dedicated to making social change in the nation's sport culture. Among its aims is to ensure that all girls are encouraged and have access to sport activities. Athena has developed and runs projects within sport associations and unions as well as in local municipalities and clubs to further enhance and empower women athletes, coaches and administrative roles.

Athena has initiated the sexual harassment prevention and safe environment in sport programme together with ARCCI. Seventy graduates of the programme have been certified as Sexual Harassment Prevention Officers (in line with the Sexual Harassment Prevention Law) in sport associations, unions and clubs.

Athena's role in the roadmap's implementation is as the national centre of knowledge, education and enhancing of women's sport. Athena will be responsible for developing and running workshops and activities on child safeguarding and prevention of sexual harassment in Olympic and non-Olympic sports in all sport organisations and associations. Athena will implement the roadmap and supervise the officers in the sport unions, associations and organisations.

Israel's National Olympic Committee (INOC)

The INOC is the organisation which supports the state of Israel's Olympic athletes and is recognised by the International Olympic Committee (IOC). Its main role is to organise and support (financially, professionally and scientifically) those athletes representing the nation at the Olympic Games.

The INOC also published a Code of Ethics of the Olympic Sport in Israel (based on the basic Code of Ethics and Fairness in Sport published by the Ministry of Culture and Sport, see Building Block 7). The Olympic Code of Ethics includes a part on child athletes which requires that persons responsible for child athletes in Olympic sport ensure their health, safety and wellbeing, prevent physical, emotional and sexual exploitation, act in the child's best interests and prevent neglect.

The INOC's role in the roadmap's implementation is to be responsible for providing workshops and seminars on safe environments and sexual harassment prevention in Israel's Olympic delegations (athletes, coaches and administrators).

Representative of the Sport Unions

The aim of Sport Unions through the sport associations and sport clubs is to organise and run competitive sport leagues, tournaments and events in the state of Israel as well as international competitive events. Four representatives from sport associations are members of the steering committee: Football (soccer) Association, Basketball Association, Climbing Association and Water Polo Association).

The Sport Unions role in the roadmap's implementation is to ensure that the policy is distributed and properly managed and implemented in all the unions, associations and clubs.

The School Sport Association (SSA)

The SSA of Israel is the branch of the Ministry of Education and the Ministry of Culture and Sport pertaining to the sport activities and events taking place in the educational system (e.g., schools). The SSA collaborates with most of the sport unions and sport departments in the local municipalities. The SSA comprises of six regions: South, Centre, North, Jerusalem, Haifa, and Tel-Aviv.

The SSA's role in the roadmap's implementation is to ensure it is implemented within the educational system. As the educational system has established its own rules and regulations related to child safeguarding it is a challenge to effectively co-ordinate the two systems and establish collaborative efforts to meet the same goals.

Association of Rape Crisis Centres in Israel (ARCCI)

The ARCCI was established in 1990 as an umbrella organisation for nine support centres. It is the main organisation in Israel which aims to support victims of sexual violence and sexual harassment while simultaneously fighting against these phenomena. The nine centres operate independently in the provision of emotional support to victims of sexual violence and sexual harassment. The centres established tight collaborations with the various communities within their locations.

ARCCI's role in the roadmap's implementation involves creating professional and education content for training and workshops, as well as promoting the proposed legal policies relating to prevention of sexual violence and harassment and child safeguarding in sport. In collaboration with Athena, ARCCI also organises courses, workshops and events for the certification of Sexual Harassment Prevention Officers (according to the Sexual Harassment Prevention Law) in sport organisations, association and unions.

National Council of the Child (NCC)

The NCC is an independent, non-governmental institution, which operates to protect and promote the rights and well-being of all children in Israel. The NCC has been operating for over four-decades and is Israel's leading organisation on children's rights issues. The NCC promotes, initiates and conducts activities on a variety of issues relating to children and youth, including child protection and safeguarding. It is a source of knowledge for professional and government organisations.

Additionally, in the past two decades, the NCC has operated a child assistance and support centre for child victims of sexual and violent offences reaching thousands of children in Israel. This experience has enabled the NCC to learn about the unique vulnerability, challenges and needs of child victims. Based on this knowledge and expertise the NCC advocate for the necessary policy and implementation measures.

The NCC's role in the roadmap's implementation is as a member of the core group, to be involved in creating professional and educational content for training and workshops and promoting the proposed legal policies relating to child protection and child safeguarding in sport.

Athletes' representatives

The steering committee included athletes' representatives: Daniele Frankel and Neta Rivkin.

Other Partnerships

Current partnerships must be broadened by including representatives of Local Authorities, Ministry of Labour, Welfare and Social Services, Ministry of Interior (Police Authority), Ministry of Education and Ministry of Justice in the work of the steering committee.

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

Expectations:

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

This should specifically include:

- ▶ A national guidance document 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 a 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 should 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.
- ▶ That 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 could also be a component of an existing role which deals with the organisations response to integrity complaints) and whistleblowing.
- ▶ That children and young people are provided with information about what will happen if they or their parents report their concerns.
- ▶ Processes that 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 the national level, there should be a coherent case response and case management structure and system for responding to concerns about children who may be at risk of significant harm and addresses the needs of children in sport. Guidelines need to be in place for both sport organisations and statutory agencies working with sport on reported concerns which meet their threshold for action. The case management system in Israel was identified as a key area for development and the steering committee needs to consider the best way to address the building block indicators.
- ▶ Within sport organisations at all relevant levels, there should be coherent guidelines on how concerns should be reported and responded to, including concerns about poor practice and bullying which may not meet the threshold for statutory agency intervention.
- ▶ The role and responsibilities of the CSO in case management at different levels needs to be addressed.

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

As mentioned in Building Block 1, Israel has a mandatory reporting obligation under its penal code which requires that concerns of child abuse by a person responsible for him or her, including sport coaches is reported to the police or welfare authorities. The obligation applies to any person but carries increased responsibilities

for professionals working with children.⁸ While sport organisations and coaches are required to respond and report such cases - and do so in practice - there is currently no uniform structure for reporting procedures in sport organisations and no comprehensive guidance and training for coaches and sport staff concerning this issue.

There is a need for sport organisations to have **clear and understandable definitions of abuse** (physical, emotional and sexual abuse and neglect) **and step-by-step procedures for reporting concerns of child abuse** that are rights-based and child-centred. Such procedures should apply to cases in which children were abused within the sport organisation (for example, by a coach, staff member, fellow athlete) as well as to cases in which child athletes were abused outside of the sport organisation (for example by a family member) but the abuse was identified and/or shared with a sport coach or other staff members. Procedures should clearly state to whom there is a need to report, how and with what details.

Additionally, procedures must address **case management and responding to concerns** related to child abuse dealt with by the CSO in sport. Such case management should include all cases relating to child safeguarding and protection and draw on relevant cases, legal or disciplinary means and educational solutions.

Procedures and guidelines must be **periodically reviewed and amended** to ensure they are up-to-date and reflect current issues in relation to child safeguarding in sport.

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 specifically include that:

- ▶ 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 through the sport system are in place – including CSO role(s) in sporting 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.

NB: 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. The round table discussion suggested consideration be given to the creation of a commissioner for all integrity issues in sport.
- ▶ Sport umbrella bodies should have a designated focal point to lead the 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 that evidence presented 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

⁸ See p. 10 on Sexual Harassment Prevention Act Regulations (Obligations of Sport Bodies)

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.

- ▶ It is not yet clear how the CSO role will fit alongside the roles of Sexual Harassment Prevention Officers and trustees for “safe spaces”.
- ▶ As previously mentioned, there have been issues with recruitment and retention of equivalent roles focused on sexual violence and gender-based violence. Learning from this will assist with addressing concerns about the implications for the CSO roles - particularly as consideration is being given to amalgamating the functions with the other roles.
- ▶ The capacity for meeting the psychological and ongoing learning support needs of the CSO roles needs consideration.
- ▶ Funding to support the creation of these roles needs immediate consideration.

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

Responding to cases of concern and suspected abuse regarding children, particularly where the alleged perpetrator is in the sport organisation, can be complex and stressful for all affected persons - particularly the child. Therefore, advice and support for children and their parents is especially important. It should be ensured they are informed of their rights, the options for reporting inside and outside of the sport organisation, sources of advice and support inside and outside of the sport organisation, the internal case management system, investigation stages and processes in the sport organisation and the possible outcomes. Such information should be provided in a clear, accessible and child-friendly language.

Additionally, persons with specific roles for responding to and managing cases in the sport organisation, such as the CSO, should receive professional advice and support, as well as persons involved in child safeguarding at the sport federation and/or national levels (for example, the OCSS).

In the Israeli context, there are several **advice and support avenues that are available to child victims** who are seeking assistance, but these operate outside the sport context. Such avenues include an emergency helpline operated by the Ministry of Labour, Welfare and Social Services (118), helplines and assistance centres operated by civil society organisations e.g. ARCCI and the NCC. These services are relevant for all children who are harmed or abused, regardless of whether the abuse took place in the sporting context. The services provide child victims with relevant information which includes reporting the abuse, their rights as victims, legal and civil processes available to them and referral to relevant authorities and contacts.

Another important source of advice and support in the Israeli context are the **Child Protection Centres (Beit Lynn)**. Currently, there are eight child protection centres, located across the country. The centres provide holistic services to children (under the age of 18 years) who are victims of sexual or physical abuse and are at the initial stages of disclosing and reporting the abuse (to the police or social services). They aim to provide holistic support to child victims and their families by helping avoid lengthy and difficult processes in which child victims are interviewed multiple times by professionals from different agencies. The centres partner with relevant stakeholders and incorporate all the necessary steps under one roof.

In the centres, child victims meet, receive information and are interviewed by all relevant professionals involved in the case. This can include a child protection officer (social worker), child investigator (social worker), youth investigator (police), medical personnel and legal adviser/lawyers. The centres approach shortens and centralises the interview and diagnosis process, provides immediate initial intervention, when necessary, improves the decision-making process and provide referrals and recommendations for further treatment. It ensures a sensitive, child-friendly, multi-faceted professional response that facilitates joint decision-making.⁹

Receiving information and advice in the sport context, the Israeli “Prevention of Sexual Harassment” Act establishes an obligation to provide training and education activities on preventing sexual harassment to all employees, coaches, instructors, and athletes, including children. Such activities also provide information to the relevant audiences regarding child safeguarding in sport (see also Building Block 5).

⁹ For more information on the Child Protection Centres, see: <https://www.molsa.gov.il/populations/criminalvictims/pages/protectioncenters.aspx>

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 to 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 from which curricula for training courses for all roles are developed.
- ▶ Training courses are available to all who need them through approved 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 (if not all) roles but 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.
- ▶ Before undertaking a Child Safeguarding Officer role, individuals must complete a basic safeguarding awareness course. There is a significant opportunity to adapt existing foundation training currently being delivered by different stakeholders. A seamless pathway needs to be created so learning in different integrity issues/projects such as sexual violence is viewed as a 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.
- ▶ The steering committee must decide on the role descriptions for the people with designated safeguarding officer responsibilities from Ministry to club level, prioritising which groups need training first. National level roles will need greater knowledge, skills and competencies than those at grass roots level. When the role descriptions are complete, core person specifications describing candidates' prior knowledge, skills, qualifications, experience and competencies can be developed. Recruitment should be a thorough process involving interviews, qualification verification and background checks. We would recommend the core group undertakes the initial draft role descriptions and then consults with other stakeholders following discussion with the steering committee.
- ▶ The steering committee must make decisions which rely on good practice examples from other countries.¹⁰
- ▶ Further work must establish the CSO training delivery model, including mapping the size of demand, the potential providers and the resource (financial and human) required. This needs to be put into an implementation plan with SMART objectives. We would recommend a pilot of each level which is prioritised to review and refine the content based on stakeholder feedback.

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

The development of a national system for child safeguarding in sport education and training is essential and needs prioritisation. Everyone in sport - whether coaches, staff, volunteers or athletes - have a role to play and need to be trained on child safeguarding and other policies and procedures of the sport organisation. People working directly with child athletes need safeguarding training to be a core part of their professional training. Those with specialist roles, such as CSO, also require a higher level of training to ensure they have the right skills, knowledge and competencies to fulfil their roles and responsibilities.

¹⁰ This has been partially completed at the first round table where one of the examples of good practices was presented and a request was made for international training events to further assist with this. Within the CSiS project good practices were also presented through a series of webinars organised by the COE <https://pjp-eu.coe.int/en/web/pss/webinars>

In 2015, upon request from the Israel Sport Authority within the Ministry of Culture and Sport, the NCC developed and issued a booklet "Identifying child victims and abuse and reporting obligations for sport coaches working with children". During the period of the CSiS project, the booklet was reviewed by the NCC and an updated version was submitted to the Ministry of Culture and Sport (2021).

The NCC booklet provides background information on child abuse in various branches of sport and the role of coaches in protecting children. It defines and specifies the nature and forms of child abuse (physical, emotional, sexual and neglect), the characteristics of child abusers, the reasons children don't report abusive behaviours, cues and signs for identifying child abuse, the role of the instructor and coach in preventing child abuse, reporting obligations and reporting avenues, sanctions and punishments, options for seeking consultation on the issue and the relevant persons, organisations and/or agencies. The booklet also includes a focus on child abuse in sport and the main reasons for it, the methods to prevent it and a directory of phone numbers for legal, advisory, police, agencies and other relevant state authorities to report concerns and consult with. In addition, the booklet provides scenarios that describe situations and raise questions related to child safeguarding including reporting obligations, handling cases of suspected abuse, guidance and suggested solutions for coaches. Finally, the booklet includes a list of questions/answers which can be used for assessment of the materials covered.

The booklet and materials will be used for education and training purposes. The aim is for the materials to be:

- ▶ Delivered in workshops designed for CSOs to deepen their knowledge on legal requirements, prevention measures and safe environments.
- ▶ Adapted and incorporated into the curriculum of schools for coaches and instructors across the country.
- ▶ Digitalised and disseminated online to sport coaches and other relevant personnel working with children and on child safeguarding issues.

The booklet and its materials can also be adapted for use in the development of future training for CSOs.

It is important to note the recent legislation that concerns child protection in sport. In October 2020, the Knesset approved *the "Sexual Harassment Prevention Act Regulations (Obligations of Sport Bodies)"*. The regulation expands the obligations of sport organisations and bodies to include education and training activities on preventing sexual harassment which is to be delivered to coaches and professional staff and athletes (of all ages). In addition, the regulation requires sporting bodies and organisations to appoint a designated person to oversee the education and training activities and to submit an annual report to the relevant Knesset Committee on its activities in this field.



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).

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.

The main aspects of the strategy are as follows:

- ▶ 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.

This section provides a comprehensive overview of what needs to be done under each building block. Some of the actions have already been implemented during the CSiS project, prior the publication of the roadmap.

BUILDING BLOCK 1: NATIONAL POLICY FRAMEWORK

Safeguarding children can 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 must be underpinned by clear values (what we believe in) 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.

The main objective for Israel is to adopt and effectively implement a comprehensive national policy framework on child safeguarding in sport.

The principles of the policy framework on child safeguarding in sport should be as follows:

- ▶ The policy must be child-centred and based on the principles and values of the UNCRC with a special emphasis on the rights of all children to protection, holistic and healthy development and participation (§19, §6, §12 UNCRC).
- ▶ The policy must acknowledge the important role of sport for children and ensure that all sporting settings, activities and organisations provide a safe and nurturing environment for them.
- ▶ The policy must recognise the unique role and responsibilities of sport coaches for children and youth. It must take appropriate legal and other measures to provide coaches, instructors and other personnel working with children, with training and tools to prevent, identify and respond to suspected cases of child abuse (physical, sexual, emotional, or neglect) regardless of whether the abuse occurred in or outside the sport setting.

Aims and priorities

- 1.1. The National Policy Strategy (roadmap) on safeguarding children in sport is created and adopted.
- 1.2. An action plan to set out clear aims, actions, roles and responsibilities for implementation is created and approved.
- 1.3. Advertise and publish the national action plan on child safeguarding in sport, in Israel, to the sporting community and general public.

1.4. Appoint an Officer of Child Safeguarding in Sport in the Ministry of Culture and Sport (OCSS).

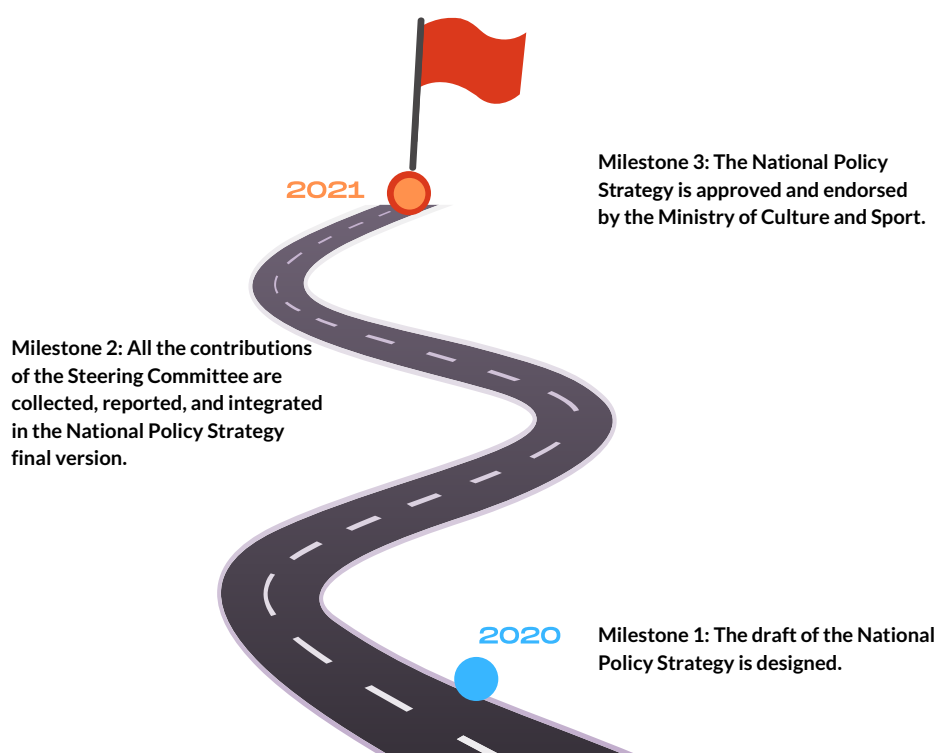
1.5. Set an obligation to appoint a qualified Child Safeguarding Officer (CSO) in sport organisations (associations and clubs) as a prerequisite for receiving governmental sport budget.

Stakeholders to be involved and their roles and responsibilities

Stakeholders	Role and responsibilities in accomplishing the goals
All members of the steering committee	Discuss and provide contributions to the National Policy Strategy.
Ministry of Culture and Sport - Sport Authority	<p>Design the document and methodology for the creation of the National Policy Strategy.</p> <p>Design the National Policy Strategy draft and final version.</p> <p>Call, collect and systematise the contributions made by the stakeholders.</p> <p>Approve, and endorse the National Policy Strategy.</p> <p>Participate in the dissemination and advertisement of the national action plan on child safeguarding in sport, in Israel, to the general public.</p> <p>Set an obligation to appoint a qualified Child Safeguarding Officer (CSO) in sport organisations (associations and clubs) as a prerequisite for receiving governmental sport budget.</p>
Minister of Culture and Sports CEO of the Ministry of Culture and Sport	Validate the national action plan.
Head of the Sport Authority within Ministry of Culture and Sport	<p>Validate the national action plan.</p> <p>Appoint an Officer for Child Safeguarding in Sport in the Ministry of Culture and Sport (OCSS).</p>
Sport organisations	Participate in the dissemination and advertisement of the national action plan on child safeguarding in sport, in Israel, to the sporting community.
Civil society organisations (members of the steering committee: NCC, ARCCI).	Participate in the dissemination and advertisement of the national action plan on child safeguarding in sport, in Israel, to the general public.

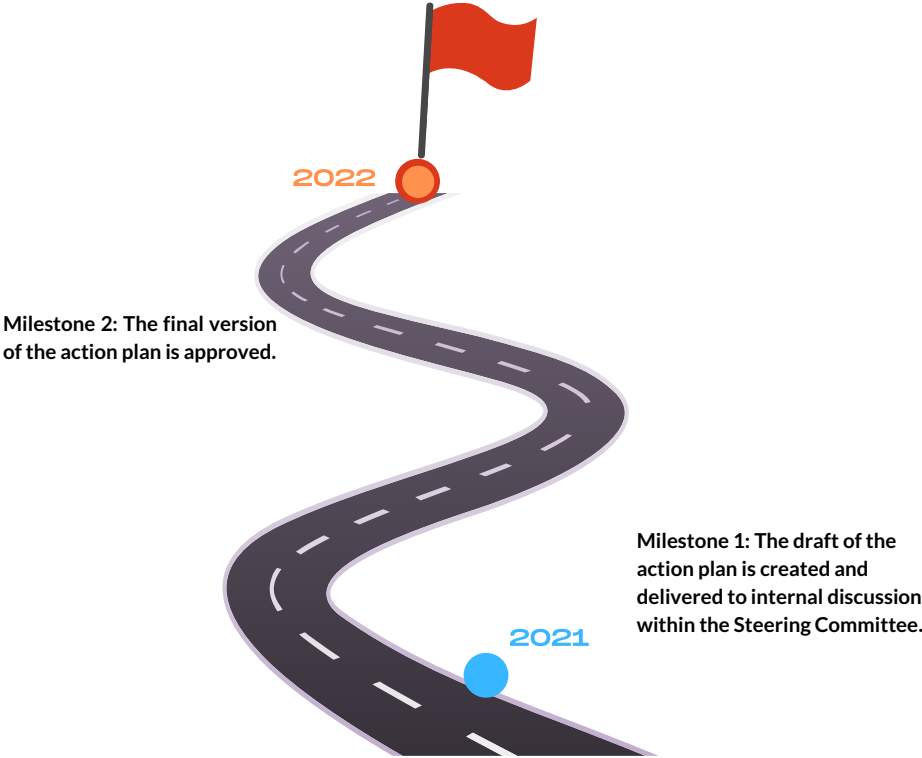
Key milestones and actions required

Aim 1.1. The National Policy Strategy (roadmap) on safeguarding children in sport is created and adopted.



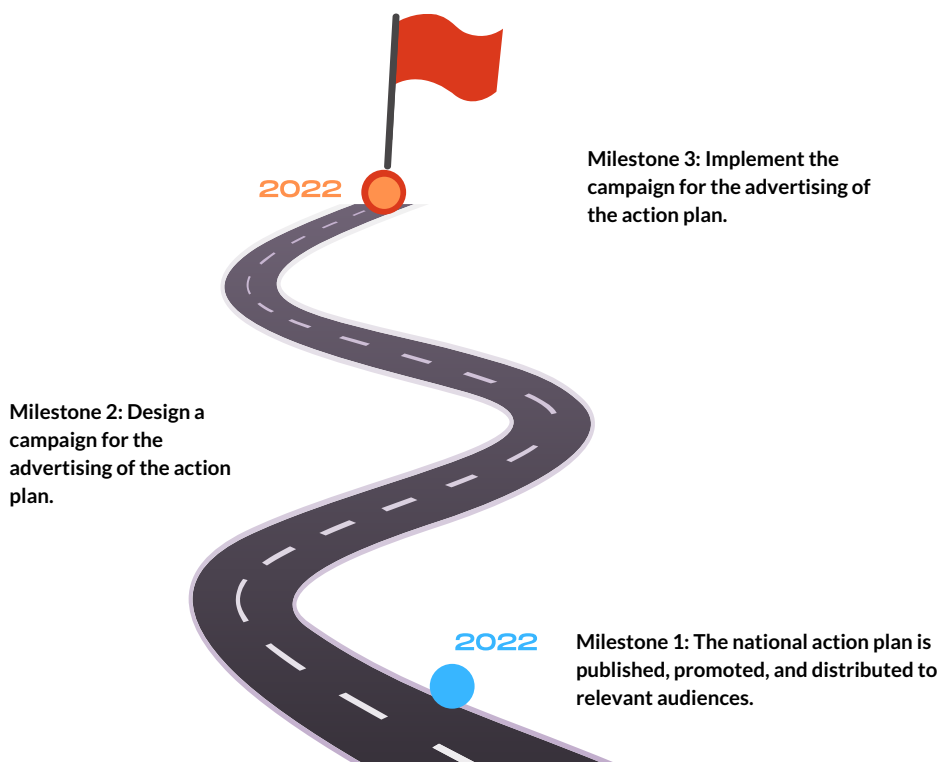
Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
1.1.1. The draft of the National Policy Strategy is designed.	1.1.1.1. Establish the team for designing the National Policy Strategy.					
	1.1.1.2. Design the methodology of the National Policy Strategy and a chronogram of tasks and responsibilities.					
	1.1.1.3. Design the methodology for the public consultation.					
	1.1.1.4. Design the National Policy Strategy.					
1.1.2. All the contributions of the steering committee are collected, reported and integrated in the National Policy Strategy final version.	1.1.2.1. Organise a steering committee on child safeguarding in sport.					
	1.1.2.2. Collect the contributions from stakeholders.					
	1.1.2.3. Systematise and integrate the contributions produced.					
1.1.3. The National Policy Strategy is approved and endorsed by the Ministry of Culture and Sport .	1.1.3.1. The Ministry of Culture and Sport discuss the National Policy Strategy.					
	1.1.3.2. The National Policy Strategy is reviewed according to the responses from the Minister of Culture and Sport and the Director General of the Ministry of Culture and Sport.					

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



Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
1.2.1. The draft of the action plan is created and delivered to internal discussion within the steering committee.	1.2.1.1. Establish the team for designing the national action plan.					
	1.2.1.2. The draft national action plan is delivered to the steering committee for discussion and review.					
1.2.2. The final version of the action plan is approved.	1.2.2.1. The final version of the action plan is designed, integrating the contributions of the steering committee.					
	1.2.2.2. The final version is validated by the Minister of Culture and Sport and the Director General of the Ministry of Culture and Sport.					

Aim 1.3. Advertise and publish the national action plan on child safeguarding in sport to the sport community and general public.



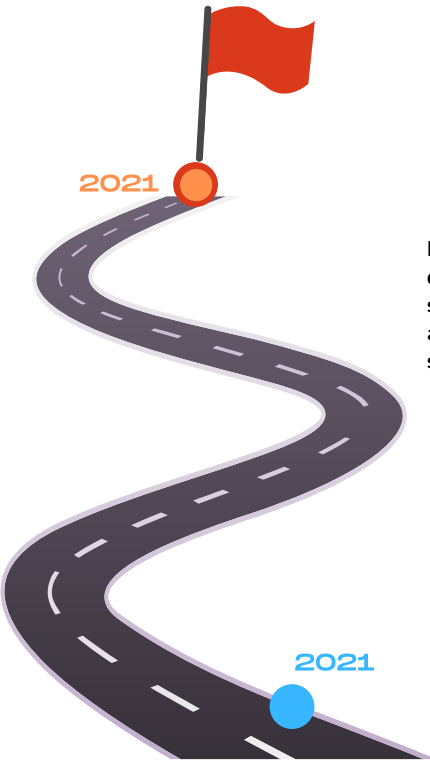
Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
1.3.1. The national action plan is published, promoted and distributed to relevant audiences.	1.3.1.1. The national action plan is published by the Ministry of Culture and Sport.					
	1.3.1.2. All relevant sport stakeholders disseminate and advertise the national action plan to the sporting community.					
	1.3.1.3. All relevant civil society organisations (members of the steering committee) disseminate and advertise the national action plan to the general public via social media and website.					
	1.3.1.4. A press release of the national action plan is published by the Ministry of Culture and Sport to the national media.					
1.3.2. Design a campaign for the advertising of the action plan.	1.3.2.1. The team responsible for designing the action plan campaign is assigned					
	1.3.2.2. The action plan campaign is delivered to the steering committee for discussion					
	1.3.2.3. The final version of the action plan campaign is validated.					
1.3.3. Implement the campaign for advertising the action plan.	1.3.3.1. The action plan campaign is implemented once the final version is validated and in accordance with the required resources allocated.					

Aim 1.4. Appoint an Officer of Child Safeguarding in Sport in the Ministry of Culture and Sport (OCSS).



Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
1.4.1. The appointment of an Officer of Child Safeguarding in Sport in the Ministry of Culture and Sport is approved and validated.	1.4.1.1. The appointment of an Officer of Child Safeguarding in Sport, the scope and responsibilities of the position and the qualifications and competences required are established.					
	1.4.1.2. The Minister of Culture and Sport validates the appointment (and/or amends the position as necessary).					
1.4.2. The Officer of Child Safeguarding in Sport in the Ministry of Culture and Sport is appointed.	1.4.2.1. A qualified person is appointed.					

Aim 1.5. Set an obligation to appoint a qualified Child Safeguarding Officer (CSO) in sport organisations (associations and clubs) as a prerequisite for receiving governmental sport budget.



Milestone 1: Set an obligation to appoint a qualified Child Safeguarding Officer (CSO) in sport organization (associations and clubs) as a prerequisite for receiving governmental sport budget.

Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
1.5.1. Set an obligation to appoint a qualified Child Safeguarding Officer in sport organisations (associations and clubs) as a prerequisite for receiving governmental sport budget.	1.5.1.1. Approval of the obligation by the Ministry of Culture and Sport.					
	1.5.1.2. Publishing the obligation for public comments.					
	1.5.1.3. Final approval of the obligation by the Ministry of Culture and Sport and Ministry of Justice.					
	1.5.1.4. Issuing a “call” for sport organisations to request government budgetary support (which includes the new requirement).					

Potential obstacles

Several milestones require the approval of high-level officials (milestones 1.1.3, 1.4.1, 1.5.1). The approval is dependent on the discretion and professional judgement of the decision-makers and will be requested in accordance with the acceptable administrative procedures and their timeframes.

Response: This requires a comprehensive presentation that discusses the topic’s importance in Israel and the necessity of the steps requested. It also requires a flexible approach and the ability to make certain changes “on the go”.

Effectively integrate the (potentially) diverse perspectives of the steering committee members in relation to the National Policy Strategy and action plan (milestones 1.1.2; 1.2.1).

Response: When there are strong disagreements hold additional meetings with the relevant stakeholders to deliberate and problem solve.

Lack of specific technical and professional knowledge in relation to conducting awareness-raising campaigns and communicating the national action plan to the public.

Response: Consult and collaborate with experienced professionals in this field for example, spokesperson in the Ministry of Culture and Sport and in the organisations of the steering committee.

BUILDING BLOCK 2: PARTNERSHIPS

It is essential for children and young people that the adults in their community – both individuals and organisations – work together to ensure they are safeguarded and protected. To consistently achieve safeguarding for every child, organisations must ensure a collaborative approach from national or federation level to local level through clearly established partnerships where everyone understands their role, responsibilities, and contribution. Multi-disciplinary and multi-agency working is considered the foundation for sound safeguarding systems.

One of the main objectives for Israel is to establish and promote strong and collaborative multi-agency and multi-level partnerships incorporating all relevant stakeholders including government, statutory authorities, sport organisations and civil society to ensure a safe environment in sport, for all children in Israel.

Aims and priorities

- 2.1. The steering committee and core group for the design of the National Policy Strategy and action plan are established, comprising of stakeholders from government, sport organisations and civil society.
- 2.2. Partnerships are in place for the implementation of the CSO roles at all levels.
- 2.3. Partnerships models are defined and in place to ensure delivery and implementation of the national action plan.
- 2.4. Generate an expanded steering committee as an intra-governmental and inter-agency forum¹¹ to consult and discuss child safeguarding in sport under the Officer of Child Safeguarding in Sport (OCSS).

Stakeholders to be involved and their roles and responsibilities

Stakeholders	Role and responsibilities in the achievement of the goals
Members of the steering committee	Discuss, collaborate, and provide contributions to the development and implementation of the roadmap and national action plan. Contribute in relation to the design and definition of the partnership models to ensure delivery of the national action plan.
Members of the core group	Discuss, collaborate and draft the roadmap and national action plan. Design and define partnership models to ensure delivery of the national action plan (in collaboration with steering committee).
Ministry of Culture and Sport - Sport Authority	Approval of partnership models for the delivery of the national action plan.
OCSS (under the Ministry of Culture and Sport - Sport Authority)	Lead the work of the steering committee.

¹¹ This should include representatives from other relevant government ministries (Ministry of Education, Ministry of Labour, Welfare and Social Services, Ministry of Interior (Police Authority) and Ministry of Justice). This should be established after the appointment of the OCSS.

Representatives of relevant government offices, including the Ministry of Education, Ministry of Labour, Welfare and Social Services, Ministry of Interior (Police Authority), Ministry of Justice.	Participate in the future work of the expanded steering committee as an intra-governmental and inter-agency forum.
Selected relevant representatives of Local Authorities	Participate in the future work of the expanded steering committee.

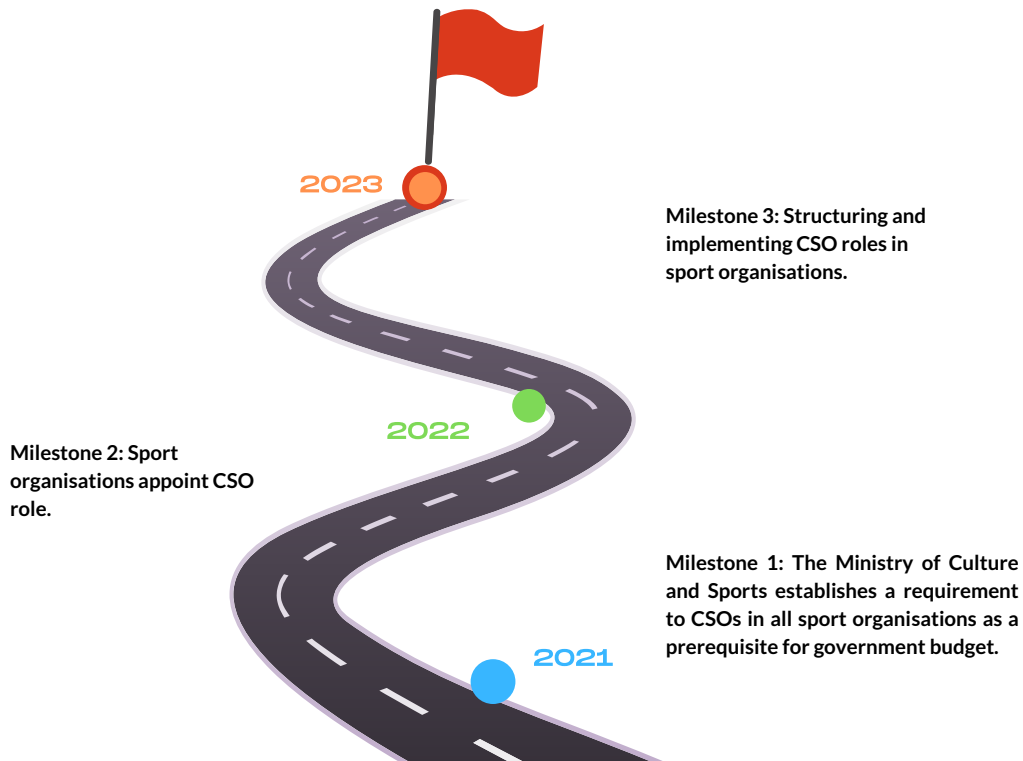
Key milestones and actions required

Aim 2.1. The steering committee and core group for the design of the National Policy Strategy and action plan are established, comprising stakeholders from government, sport organisations and civil society.



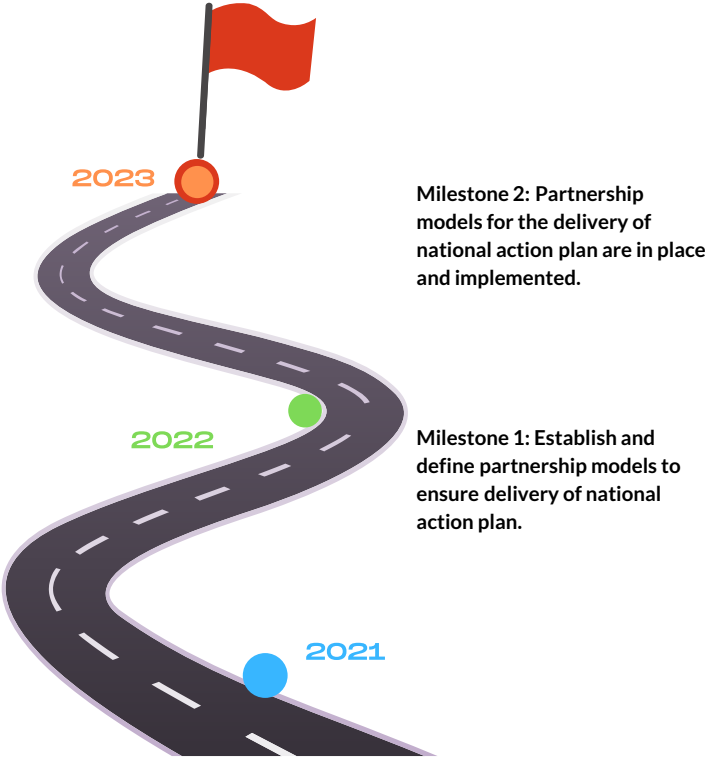
Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
2.1.1. Mapping relevant stakeholders for the steering committee and core group and inviting them to participate.	2.1.1.1. Mapping relevant stakeholders for the steering committee and inviting them to participate.					
	2.1.1.2. Mapping relevant stakeholders for the core group.					
2.1.2. Establishing the steering committee and core group, comprising stakeholders from government, sport organisations and civil society.	2.1.2.1. The steering committee is established.					
	2.1.2.2. The core group is established.					

Aim 2.2. Partnerships are in place for the implementation of the CSO roles at all levels.



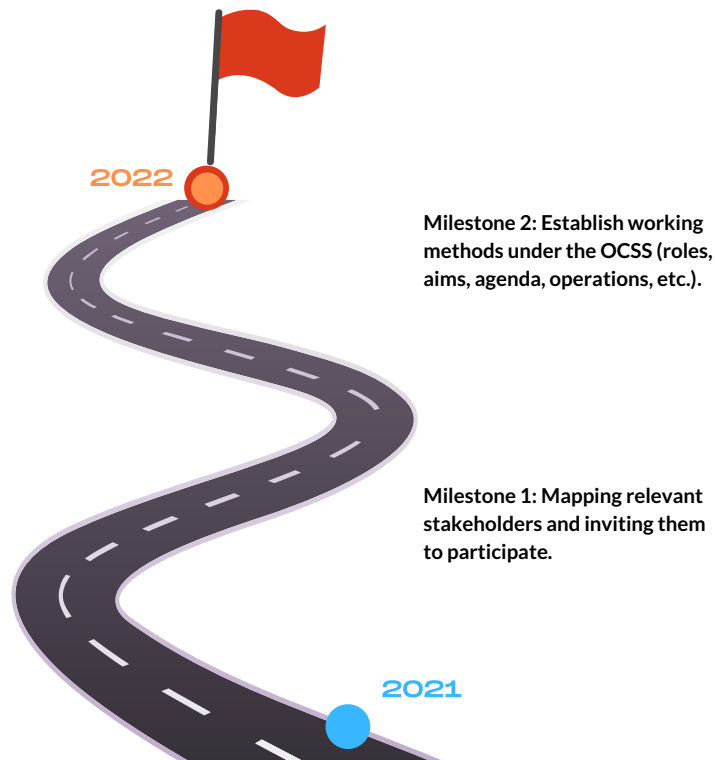
Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
2.2.1. The Ministry of Culture and Sport establishes a requirement for CSOs in all sport organisations as a prerequisite for government budget.	2.2.1.1. Approval of the obligation by the Ministry of Culture and Sport (See also Building Block 1).					
	2.1.1.2. Issuing a “call” for sport organisations to request government budgetary support (which includes the new requirement). (See also Building Block 1).					
2.2.2. Sport organisations appoint CSO role.	2.2.2.1. Appointment of CSO role.					
2.2.3. Structuring and implementing CSO roles in sport organisations.	2.2.3.1. Conducting participatory consultative processes with steering committee and core group.					
	2.2.3.2. Conducting targeted participatory consultative processes with sport organisations (part of the public comments).					
	2.2.3.3. Conducting participatory consultative processes with representatives of relevant government offices on CSO roles.					
	2.2.3.4. Based on the participatory consultative processes and feedback, establish and publish guidance and methodology for structuring and implementing CSO roles.					

Aim 2.3. Partnership models are defined and in place to ensure the delivery and implementation of the national action plan.



Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
2.3.1. Establish and define partnership models to ensure delivery of national action plan.	2.3.1.1. Partnership models are designed in co-operation with the relevant stakeholders (see above).					
	2.3.1.2. Partnership models are adopted by the Ministry of Culture and Sport.					
2.3.2. Partnership models for the delivery of national action plan are in place and implemented.	2.3.2.1. Partnership models for the delivery of national action plan are in place and implemented in all sport organisations.					
	2.3.2.2. A report (scheme) on the partnership models is published by the Ministry of Culture and Sport.					

Aim 2.4. Generate an expanded steering committee as an intra-governmental and inter-agency forum to consult and discuss child safeguarding in sport under the Officer of Child Safeguarding in Sport (OCSS).



Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
2.4.1. Mapping relevant stakeholders and inviting them to participate.	2.4.1.1. Mapping relevant stakeholders.					
	2.4.1.1. Inviting relevant stakeholders to participate.					
2.4.2. Establish working methods for the expanded steering committee under the OCSS.	2.4.2.1. Define roles, aims, agenda, operations and other relevant elements for collaboration within the extended steering committee.					

Potential obstacles

Several milestones require the approval of high-level officials in the Ministry of Culture and Sport, for example in relation to the appointment of CSO roles and the OCSS (aims 2.2., 2.4.). (See obstacles in Building Block 1).

Adopting a suitable methodology for conducting multi-stakeholder participatory consultations, establishing the roles, responsibilities and working methods that are “fit” for all and integrating (potentially) diverse perspectives (milestones 2.2.3. and 2.3.1.).

Response: Devise clear working methods in advance. In the case of strong disagreements hold additional meetings with the relevant stakeholders to deliberate and problem solve.

Difficulty to ensure the participation of relevant representatives of other government ministries due to their workload and time constraints (milestone 2.4.1.).

Response: Identify other relevant persons that can represent the relevant Ministry and/or consider inviting them to the essential and relevant sessions in the forum.

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

When concerns about a child's safety or well-being arise, it is essential these are managed using a child-centred approach along with a documented process for clear responding. Sport organisations must use step-by-step procedures which operate within structures and systems that complement those of statutory agencies. They must be able to respond to concerns in sport and concerns about children in their communities. Concerns often start with early indicators that something is wrong and sport organisations must be responsive – particularly where the concern may not meet the minimal statutory agency action.

Sport organisations and statutory agencies must collaborate with each other's roles and responsibilities. While most interventions by the statutory agencies tend to focus on cases of higher abuse, sport organisations still retain responsibilities 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 to assign an individual to work with children in sport, the sport organisation must decide what action it should consider in terms of potential breaches of its codes of ethics and conduct. Procedures and case management systems must be reviewed regularly to ensure they reflect current issues such as online abuse, peer abuse and so on. Everyone involved must have access to advice and support.

Through activities in this building block, sport organisations in Israel will be provided with clear procedures for reporting concerns of child abuse to the relevant authorities and case management and response systems for cases within the sport organisation. Such procedures shall be fair, child-centred and rights-based and ensure that all children involved are informed of their rights and receive support.

Aims and priorities

- 3.1. Establish procedures to provide step-by-step guidance on what action to take if there are concerns about a child's safety ("reporting guidelines in sports")¹².
- 3.2. Implement a case management structure and means of response (legal, disciplinary, educational, other)¹³ for all sport organisations in cases of suspected child abuse in sport.
- 3.3. The sport sector is aware of the existing helpline for victim support and the helpline is working alongside the national framework for safeguarding in sport and its reporting arrangements.
- 3.4. Appointment of a CSO in every sport organisation¹⁴ and establishing periodic reporting obligations by the CSO to the Ministry of Culture and Sport.
- 3.5. Sport organisations, personnel, child athletes and parents are aware of the system and structure for responding to child safeguarding concerns in sport.

¹² Such policies should address, among others, A) legal and other actions required in cases in which a child was allegedly abused and/or mistreated by a sport body and/or organisation's staff member; B) legal and other actions required in cases in which a child confides to a sport body and/or organisation staff member that he/she was abused or mistreated outside of the sport organisation (reporting obligations); and C) legal and other actions required in cases in which a child is abused and/or mistreated by fellow athletes.

¹³ Such guidance should be fair, transparent, rights-based and child-centred and shall ensure support for the children involved.

¹⁴ See also Building Block 1.

Stakeholders to be involved and their role and responsibilities

Stakeholders	Role and responsibilities in the achievement of the goals
The Ministry of Culture and Sport - Sport Authority	<p>Design reporting guidelines in sport (in co-operation with the NCC).</p> <p>Approval of reporting guidelines in sport.</p> <p>Validate the appointment of CSOs in every sport organisation (as a prerequisite for public funding, see Building Block 1).</p> <p>Establish CSO responsibilities and periodic reporting obligations to the Ministry of Culture and Sport (in co-operation with steering committee and sport organisations).</p> <p>Participate in the dissemination and advertisement of the system and structure for responding to child safeguarding concerns in sport to the general public.</p> <p>Generate co-operation regarding existing helplines for child victims of abuse (in co-operation with relevant governmental agencies and ministries (Education, Justice, Labour, Welfare and Social Services), and relevant civil society organisations) that operate the helplines.¹⁵</p> <p>Support sport organisations in creating their case management structure.</p> <p>Publish and advertise the reporting guidelines in sport to the general public.</p>
Members of the steering committee	<p>Discuss and provide contributions to the reporting guidelines in sport.</p> <p>Design draft guidance and principles regarding case management structure for sport organisations.</p>
Sport organisations	<p>Based on draft guidance and principles regarding the case management structure, design and implement own case management structure (in accordance with individual organisational sport structure and characteristics).</p> <p>Implement case management structure in the sport organisation.</p> <p>Appointment of a CSO in the sport organisation.</p> <p>Participate in the dissemination and advertisement of the reporting guidelines and system and structure for responding to child safeguarding concerns in sport to coaches, personnel, child athletes and parents.</p>
Civil society organisations in the steering committee (ARCCI, NCC)	<p>Participate in the dissemination and advertisement of the reporting guidelines and system and structure for responding to child safeguarding concerns in sport to the general public.</p>
NCC	<p>Design reporting guidelines in sport in co-operation with the Ministry of Sport and Culture – Sport Authority.</p>

¹⁵ On co-operation and partnerships, see also Building Block 2.

Key milestones and actions required

Aim 3.1. Establish procedures to provide step-by-step guidance on what action to take if there are concerns about children safety (“reporting guidelines in sports”).



Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
3.1.1. Draft reporting guidelines in sport.	3.1.1.1. The Ministry of Culture and Sport - Sport Authority in co-operation with the NCC create draft reporting guidelines in sport.					
	3.1.1.2. The steering committee comments and contributes to the draft reporting guidelines.					
	3.1.1.3. The contributions of the steering committee are integrated into the document.					
3.1.2. Adopt reporting guidelines in sport.	3.1.2.1. The Ministry of Culture and Sport adopts a final version of the reporting guidelines in sport.					
3.1.3. Sport organisations adopt reporting guidelines.	3.1.3.1. Sport organisations discuss, adapt and validate the reporting guidelines.					

Aim 3.2. Implement a case management structure and means of response (legal, disciplinary, educational, other) for all sport organisations in cases of suspected child abuse in sport.



Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
3.2.1. Design draft guidance and principles regarding case management structure for sport organisations.	3.2.1.1. The steering committee drafts initial "general" guidance and principles regarding case management structure for sport organisations.					
	3.2.1.2. The "general" guidance and principles regarding case management structure for sport organisations is validated by the Ministry of Culture and Sport - Sport Authority.					
3.2.2. Sport organisations design their own case management structure, based on the "general" guidance and principles.	3.2.2.1 Sport organisations design their own case management structure.					
	3.2.2.2. Sport organisations submit their final case management structure to the Ministry of Culture and Sport - Sport Authority and advertise within the organisation (coaches, personnel, athletes, parents).					
3.2.3. Sport organisations implement their own case management structure.	3.2.3.1. Sport organisations ensure the necessary human and financial resources for implementation are assigned.					
	3.2.3.2. Sport organisations implement the case management structure.					

Aim 3.3. The sport sector is aware of existing victim support helplines and the helplines are working alongside the national framework for safeguarding in sport and its reporting arrangements.



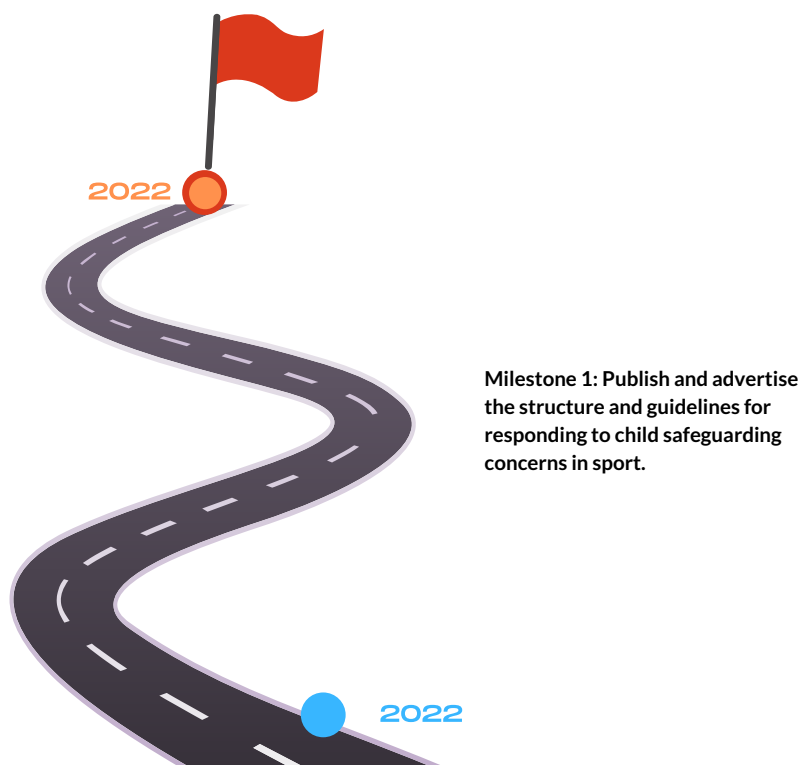
Milestone 1: Increase co-operation and working together with existing helplines for child victims relating to child safeguarding in sports.

Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
3.3.1. Increase co-operation and working together with existing helplines for child victims relating to child safeguarding in sport.	3.3.1.1. The OCSS, in co-operation with the core group will identify and list relevant existing victim support helplines.					
	3.3.1.2. The OCSS will set up an introductory meeting with representatives of existing victim support helplines to present the child safeguarding in sport national action plan, the role and responsibilities of the OCSS and CSOs and the various measures taken by the Ministry of Culture and Sport.					
	3.3.1.3. The OCSS will provide the representatives of existing victim support helplines with information relevant to future cases concerning child safeguarding issues in sport.					

Aim 3.4. Appointment of a CSO in every sport organisation and establishing periodic reporting obligations by the CSO to the Ministry of Culture and Sport.¹⁶

¹⁶ On the milestones and actions needed in relation to the appointment of CSO in sport organisations, see Building Block 1. Establishing periodic reporting obligations should be addressed in the 'reporting guidelines in sport' and in the system and structure of case management, see aims 3.1. and 3.2.

Aim 3.5. Sport organisations, personnel, child athletes and parents are aware of the system and structure for responding to child safeguarding concerns in sport.



Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
3.5.1. Publish and advertise the structure and guidelines for responding to child safeguarding concerns in sport.	3.5.1.1. Sport organisations publish the reporting guidelines and the structure and guidelines concerning child safeguarding in sport within their respective organisations to all personnel, child athletes and parents. Guidelines provided to children should be in a child-friendly version and format. It should ensure language is appropriate for children's age, maturity and development.					
	3.5.1.2. The Ministry of Culture and Sport publishes the reporting guidelines in sport to the general public.					

Potential obstacles

Several milestones require first receiving approval of high-level officials in the Ministry of Culture and Sport, for example in relation to the appointment of CSO roles and OCSS (action 3.4.3.3.). (See obstacles in Building Block 1).

The milestone concerning the adoption and implementation of reporting obligations in sport and the design of a specific case management structure for each sport organisation (milestones 3.1.3. and 3.2.2.). This obligation applies to many sport organisations and is time and resource consuming.

Response: Design guidance and principles to support sport organisations with their task (milestones 3.2.1. and 3.2.2.)

Consider setting longer timetables for drafting and validating the procedures

Promote a collaborative approach which could include sharing drafts and ideas between sport organisations, perhaps through the steering committee.

The milestones regarding reporting guidelines and case management structure apply to all sport organisations in Israel and effective monitoring of progress on implementation by the OCSS is challenging.

Response: Set monitoring responsibilities for the sport federations and establish periodic reporting criteria regarding the implementation to the OCSS (see aim 3.4.).

BUILDING BLOCK 4: ADVICE AND SUPPORT

Responding to concerns about children, particularly where an alleged perpetrator is known in the sport organisation, can be extremely stressful for all affected persons. Advice for children and their parents or guardians about their rights and what they should expect from the organisation should be provided in appropriate formats upon joining the organisation. Many victims of abuse report they did not understand their rights or know what was considered acceptable behaviour in the sporting context. If a child or parent raises concerns these must be treated seriously and information must be provided to them on sources of help and support, inside and outside of sport, and the process that will be followed when the concern is assessed and/or investigated.

For bystanders such as coaches, volunteers and other affected persons, advice and support must be signposted. When a person is accused of abuse and/or causing harm to a child they must be provided with information about their rights and the concerns must be addressed in a fair and transparent process. People with specific roles in responding to and managing such cases must have access to professional support and supervision, particularly CSOs operating at higher levels (e.g., national or event safeguarding officers).

Israel aims to ensure advice and support is available to all relevant persons involved in responding and managing cases concerning child safeguarding in sport organisations. This is particularly relevant for CSOs, OCSS and child victims and their parents when reporting abuse or other child safeguarding issues to the CSO in sport organisations.

Aims and priorities

- 4.1. A set of resources and planned activities (see also Building Block 5) is in place to inform children about their rights, systems of advice and support and the structure of the reporting process and its possible outcomes.
- 4.2. Arrangements are in place for providing advice and support to the relevant children, parents and staff during and following an incident or allegation.
- 4.3. Persons in CSO roles have access to specialist advice, support, and information.
- 4.4. Persons with responsibilities for safeguarding children in sports (coaches, staff working with children) have access to advice, support, and information (see also Building Block 5).

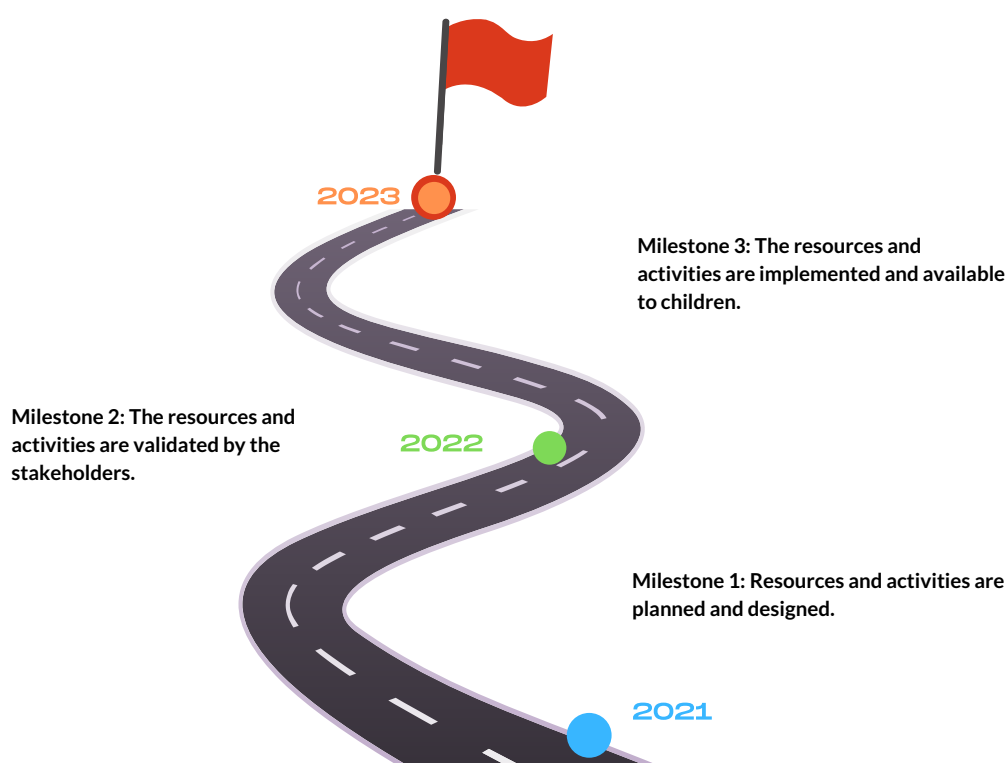
Stakeholders to be involved and their role and responsibilities

Stakeholders	Role and responsibilities in the achievement of the goals
The Ministry of Culture and Sport - Sport Authority	Design set of resources and activities. Approval of resources and activities. Establishing guidance concerning arrangements for advice and support. Ensure advice and support for CSOs and other relevant persons in relation to child safeguarding in sport (see also Building Block 5: Training).
Members of the steering committee	Design, discuss and provide contributions to the set of resources and activities. Involved in the design of guidance concerning arrangements for advice and support.
Sport organisations	Discuss and provide contributions to the set of resources and activities. Implement arrangements for providing advice and support to relevant stakeholders (CSO, staff, children, parents). Provide and ensure access to specialist advice, support and information to CSO and other relevant persons in relation to child safeguarding in sport.

Civil society and/or other organisations operating in the relevant fields of child abuse, child victims, child protection, etc.	Involved in the design of a set of resources and activities. Involved in providing specialist advice, support and information to CSO and other relevant persons in relation to child safeguarding in sport.
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Key milestones and actions required

Aim 4.1. A set of resources and planned activities (see also Building Block 5) is in place to inform children about their rights, avenues of advice and support and the structure of the reporting process and its possible outcomes.



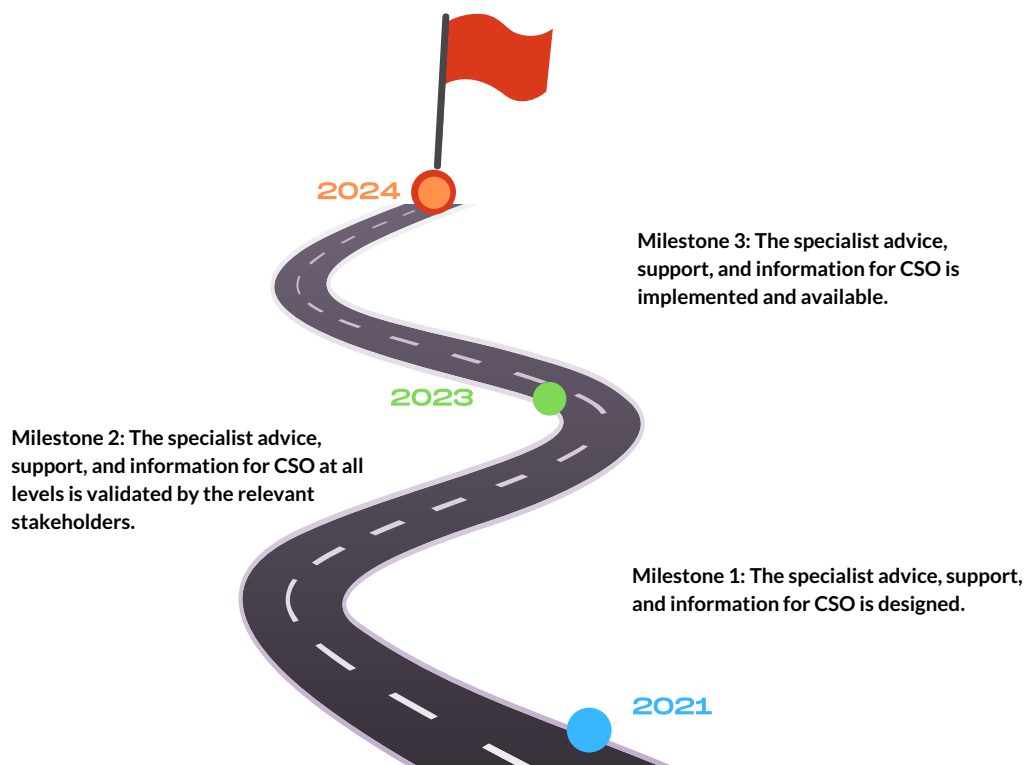
Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
4.1.1. Resources and activities are planned and designed.	4.1.1.1. Resources and activities are designed.					
	4.1.1.2. The implementation and distribution of resources and activities is planned and tentatively scheduled.					
4.1.2. The resources and activities are validated by the stakeholders.	4.1.2.1. The resources and activities are validated, and implementation and distribution schedule are discussed by the stakeholders					
	4.1.2.2. The implementation and distribution schedule is validated and adopted by the stakeholders.					
4.1.3. The resources and activities are implemented and available to children.	4.1.3.1. The resources are available online and are distributed to child athletes in sport organisations.					
	4.1.3.2. The activities are implemented according to the set schedule (see also Building Block 5: training).					

Aim 4.2. Arrangements for providing advice and support to the relevant children, parents and staff during and following an incident or allegation are in place.



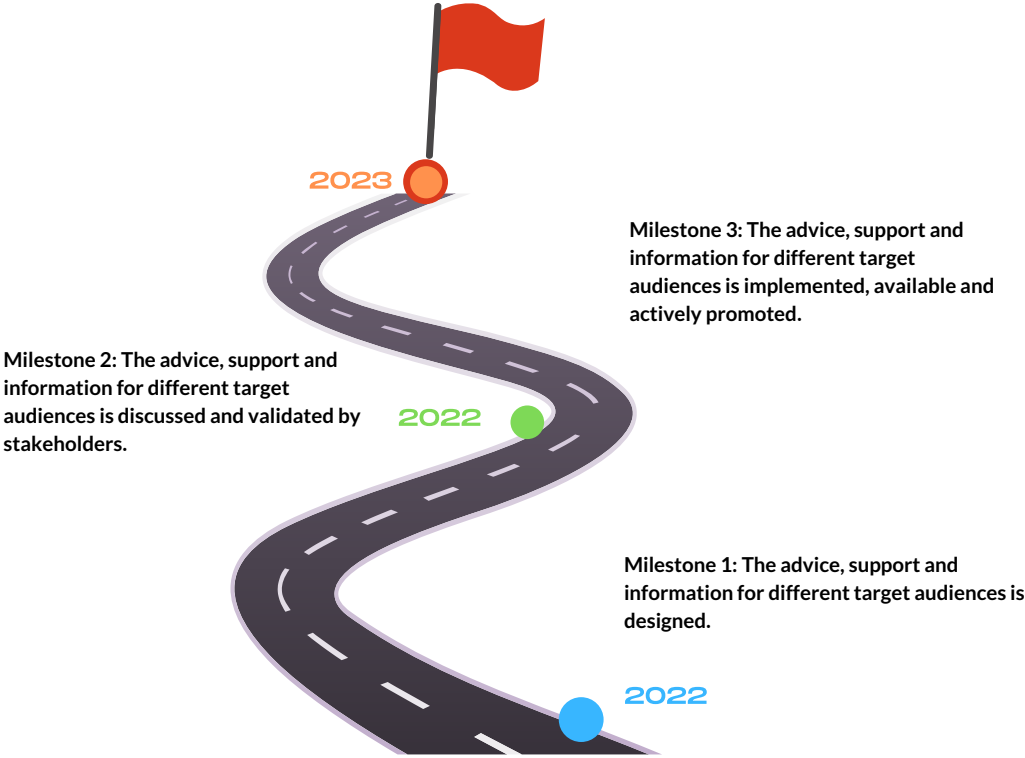
Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
4.2.1. Providers of advice and support to children, parents and staff during and following an incident or allegation are identified.	4.2.1.1. The persons and/or organisations involved in case management in sport organisations (for example, CSO) are identified.					
	4.2.1.2. Possible providers of supervision and support to children, parents and staff during and following an incident or allegation within sport organisations are listed and available, both physically and online.					
4.2.2. Information about advice and support to children, parents and staff during and following an incident or allegation is available and actively promoted and disseminated by sport organisations (guided by the Ministry of Culture and Sport - Sport Authority).	4.2.2.1. Information about advice and support is designed.					
	4.2.2.2. Information about advice and support is discussed and validated by sport organisations.					
	4.2.2.3. Information about advice and support is available to all relevant persons and is actively promoted and disseminated by sport organisations, via training (see Building Block 5), information sheets and flyers, through online digital channels and on the website.					

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



Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
4.3.1. The specialist advice, support and information for CSO is designed.	4.3.1.1. The needs of the CSO in terms of specialist advice, support and information is researched and identified.					
	4.3.1.2. The specialist advice, support and information is designed.					
4.3.2. The specialist advice, support and information for CSO at all levels is validated by the relevant stakeholders.	4.3.2.1. The specialist advice, support and information for CSO is presented to the relevant stakeholders and discussed.					
	4.3.2.2. The specialist advice, support and information for CSO is validated and adopted by the relevant stakeholders.					
	4.3.2.3. The human and financial resources required for providing specialist advice, support and information are authorised.					
4.3.3. The specialist advice, support and information for CSO is implemented and available	4.3.3.1. The specialist advice, support and information for CSO is available and activated for all (see also Building Block 5: training).					
	4.3.3.2. The specialist advice, support and information are periodically reviewed, assessed, updated and improved upon.					

Aim 4.4. Persons with responsibilities for safeguarding children in sports (coaches, staff working with children) have access to advice, support and information (see also Building Block 5).



Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
4.4.1. The advice, support and information for different target audiences is designed.	4.4.1.1. The target audiences and their needs in terms of advice, support and information are identified.					
	4.4.1.2. The target audiences are divided into groups (e.g., coaches, child athletes, parents). The needs of each group are analysed, discussed and included in design (consultation draft).					
4.4.2. The advice, support and information for different target audiences is discussed and validated by stakeholders.	4.4.2.1. The groups of target audiences are discussed and validated.					
	4.4.2.2. The advice, support and information scheme is discussed and validated.					
4.4.3. The advice, support and information for different target audiences is implemented, available and actively promoted	4.4.3.1. The advice support and information scheme are public and available to the relevant groups.					
	4.4.3.2. The advice support and information scheme is implemented.					

Potential obstacles

The provision of advice and support require human and financial resources which need to be approved and allocated in each sport organisation, sport federation and by the Ministry of Culture and Sport (OCSS) (see for example, milestone 4.3.2.).

Response:

1. Address the issue of adequate budgeting in the stakeholders' discussions on advice and support.
2. Prioritise certain steps and activities to allow for gradual implementation.
3. Have a flexible approach and ability to make certain changes "on the go".

The milestones apply to all sport organisations and federations and arrangements for providing advice and support are varied and adapted according to the specific sport context, so there is no single binding unified guidance on this issue (see for example, aims 4.1.; 4.2.; 4.4.).

Response:

1. Validation by the sport organisation, which allows for necessary amendments.
2. Consider setting longer timetables for drafting and validating the procedures and/or promote a collaborative approach which could include sharing drafts and ideas between sport organisations.

Due to the large number of sport organisations, monitoring the provision of advice and support, its operation, effectiveness and availability will be difficult.

Response:

1. Suggest increased monitoring role for sport federations.
2. Consider addressing this in the CSO reporting obligations (see Building Block 3).

Need to update resources and activities (see for example, aims 4.1.; 4.2.; 4.3.).

Response: Consider setting a recommendation to periodically review and update information and materials used.

BUILDING BLOCK 5: EDUCATION AND TRAINING FRAMEWORK

The development of a system for safeguarding education and training, at national or community level, is essential and needs resource prioritisation.

Everyone in sport has a role to play – officials, administrators, coaches, etc. – whether they are volunteers or paid staff. Everyone must be familiar with their organisation's policies and procedures and be familiar with the actions to be taken place if a concern is raised with them.

People with significant contact with children must have safeguarding training included as a core part of their professional training. Those with specialist roles, such as CSOs, must have 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 must also understand their responsibilities because safeguarding is a key part of good governance and overall ethics and integrity management.

In Israel every person with responsibilities concerning child safeguarding in sport must have access to relevant, updated and clear education and training to assist them in fulfilling their obligations to children. Special attention will be paid to providing training for CSOs, sport coaches (and staff working directly with children) and child athletes.

Aims and priorities

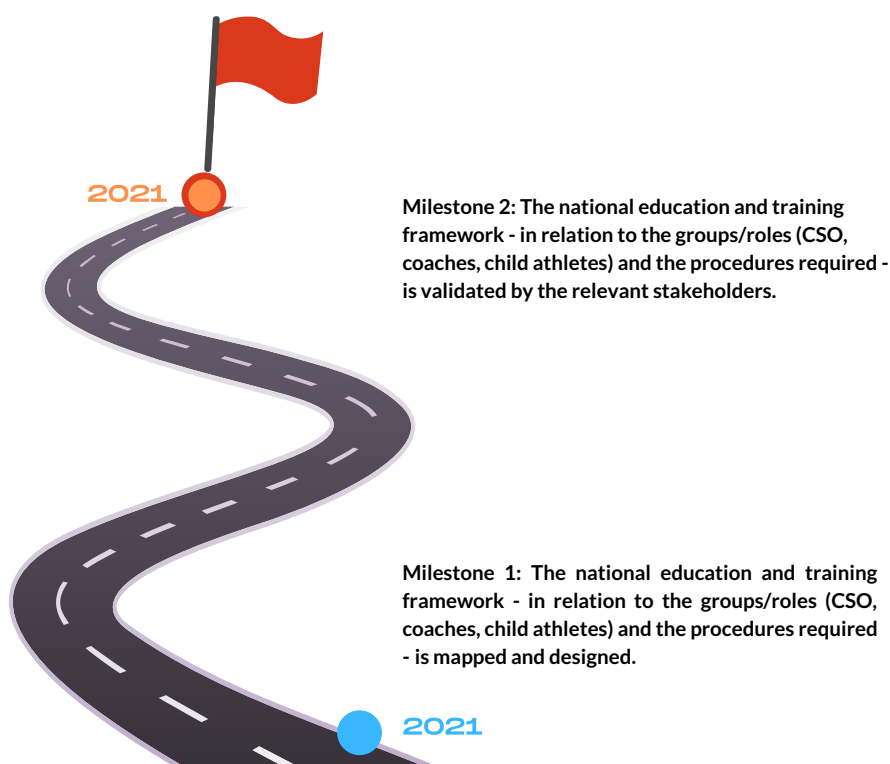
- 5.1. A national education and training framework on child safeguarding in sport (procedures, roles) is in place.
- 5.2. The core curricula (content) of training courses on child safeguarding in sport for all roles are defined and created.
- 5.3. A training delivery model is established.
- 5.4. Education and training framework is implemented.

Stakeholders to be involved and their role and responsibilities

Stakeholders	Roles and responsibilities in the achievement of the goals
Ministry of Culture and Sport - Sport Authority	Identify training needs, competences and themes for all the relevant roles / groups. Design national education and training on child safeguarding in sport. Validate national education and training on child safeguarding in sport.
Steering committee	Identify training needs, competences and themes for all the relevant roles / groups. Design national education and training on child safeguarding in sport. Discuss and contribute to national education and training on child safeguarding in sport.
Sport organisations	Design national education and training on child safeguarding in sport. Validate national education and training on child safeguarding in sport. Offer training.
Civil society and/or other organisations operating in the relevant fields of child abuse, child victims, child protection, etc.	Involvement in conducting training.

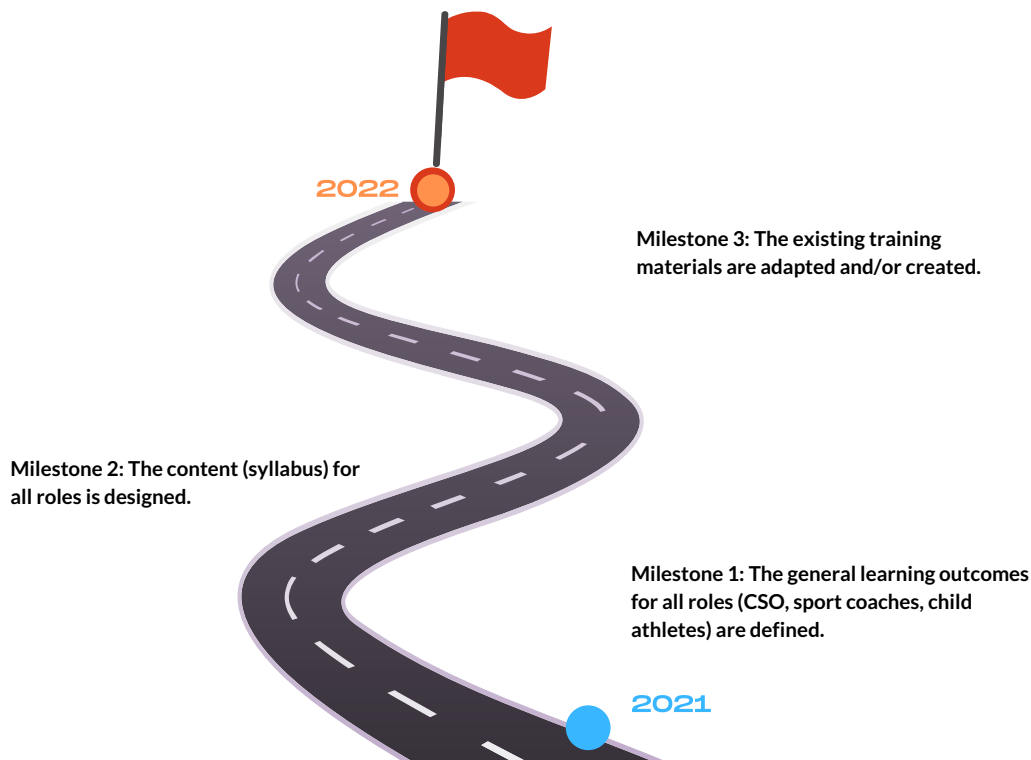
Key milestones and actions required

Aim 5.1. A national education and training framework on child safeguarding in sport (procedures, roles) is in place.



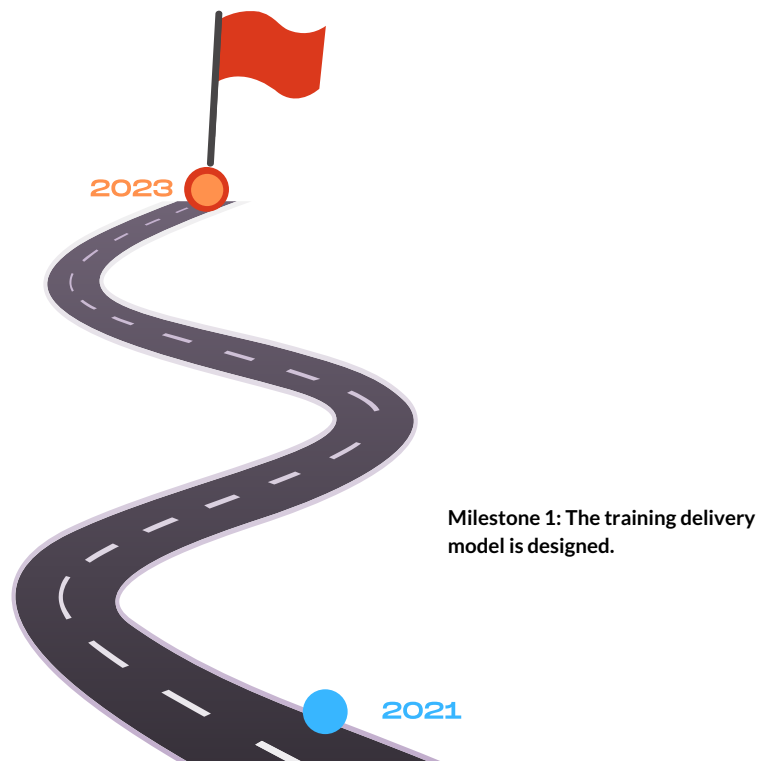
Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
5.1.1. The national education and training framework - in relation to the groups/roles (CSO, coaches, child athletes) and the procedures required - is mapped and designed.	5.1.1.1. The national education and training framework - in relation to the groups/roles (CSO, coaches, child athletes) and the procedures required - is mapped, identifying the existing education and training materials.					
	5.1.1.2. The national education and training framework - in relation to the groups/roles (CSO, coaches, child athletes) and the procedures required - is drafted.					
5.1.2. The national education and training framework - in relation to the groups/roles (CSO, coaches, child athletes) and the procedures required - is validated by the relevant stakeholders.	5.1.2.1. The national education and training framework is discussed and reviewed by the steering committee and relevant stakeholders.					
	5.1.2.2. The national education and training framework is validated by the steering committee and relevant stakeholders.					

Aim 5.2. The core curricula (content) of training courses on child safeguarding in sport for all roles are defined and created.



Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
5.2.1. The general learning outcomes for all roles (CSO, sport coaches, child athletes) are defined.	5.2.1.1. The learning outcomes for all roles are listed.					
	5.2.1.2. The learning outcomes for all roles are discussed and defined.					
5.2.2. The content (syllabus) for all roles is designed.	5.2.2.1. The content (syllabus: education and training units) for all roles is identified and drafted.					
	5.2.2.2. The content (syllabus) for all roles is discussed with the steering committee.					
	5.2.2.3. The content (syllabus) for all roles is validated.					
5.2.3. The existing training materials are adapted and/or created.	5.2.3.1. Drafts of the training materials for the courses are created for all roles, according to the format and procedures for training delivery discussed.					
	5.2.3.2. Drafts of the training materials are discussed with the steering committee and sport organisations.					
	5.2.3.3. Drafts of the training materials are approved and validated by the steering committee and sport organisations.					

Aim 5.3. A training delivery model is established.



Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
5.3.1. The training delivery model is designed.	5.3.1.1. The training delivery options, partners and approaches are identified in relation to all relevant roles (CSO, sport coaches and child athletes).					
	5.3.1.2. The training delivery options, partners and approaches are discussed and analysed by the steering committee and sport organisations.					
	5.3.1.3. Training delivery options, partners and approaches are defined.					
	5.3.1.4. Arrangements are in place to design and implement the training delivery model chosen.					

Aim 5.4. Education and training framework is implemented.



Key milestones	Actions needed	Timeline				
		2020	2021	2022	2023	2024
5.4.1. Education and training is implemented for CSOs.	5.4.1.1. Delivery model for education and training to CSO is active and accessible to all.					
	5.4.1.2. Delivery model for education and training to CSO is implemented.					

5.4.2. Education and training is implemented for sport coaches and staff working with children.	5.4.2.1. Delivery model for education and training to sport coaches and staff is active and accessible to all.				
	5.4.2.2. Delivery model for education and training to sport coaches and staff is implemented.				
5.4.3. Education and training is implemented for child athletes.	5.4.3.1. Delivery model for education and training to child athletes is active and accessible to all.				
	5.4.3.2. Delivery model for education and training to child athletes is implemented.				

Potential obstacles

The provision of education and training requires human and financial resources which need to be approved and allocated in each sport organisation, sport federation and in the Ministry of Culture and Sport (OCSS). (See obstacles in Building Block 4).

The milestones apply to all sport organisations and federations, and arrangements for providing training and educations are varied and adapted according to the role of persons concerned (CSO, sport coaches and staff, child athletes) (aims 5.1.; 5.2.).

This is challenging for various reasons.

Training and education requires a large number of trainers across the country and as a consequence considerable human and financial resources is needed (see aims 5.3.; 5.4.)

Response:

1. Conduct concentrated training days which can deliver to large numbers of persons.
2. Digitise training and integrate an online education and training programme.

Procedures and timeframe may change due to the large scope of education and training and persons involved.

Response:

1. Consider setting longer timetables.
2. Have a flexible approach and ability to make certain changes “on the go”.

As the education and training framework concerns different roles in sport organisations (CSO, sport coaches and staff, child athletes), it incorporates a wide range of units and content (some of which are relevant to all, others are more specific) (see aims 5.1. and 5.2.). This may require increased co-operation and working together with various stakeholders and experts on the different units (for example, on children's rights, legal status and reporting obligations, sport structure; etc.).

Response: Promote co-operation, shared discussion and working together in designing the education and training units, themes and content (see milestones 5.1.2. and 5.2.2.).

Taking into account different roles in sport organisations, development of education and training framework may require new educational materials and content.

Response: Use and when necessary, adapt existing materials (e.g., booklets, presentations, other existing professional knowledge, etc.).

ADDITIONAL BUILDING BLOCKS

Building Blocks 6-9 were not expected to be addressed in detail in the strategic plan within the CSiS project. However, the Israeli core group has identified certain steps that are necessary in the next few years and require further discussion and development by the steering committee.

BUILDING BLOCK 6: MINIMUM OPERATING STANDARDS / QUALITY ASSURANCE FRAMEWORK

Self-assessment by the core group (State of play 2021)

Currently, there are no national mandatory minimum operating standards for safeguarding children in sport.¹⁷

An example relating to this is the **“Sexual Harassment Prevention Act Regulations (Obligations of Sport Bodies)”**. As mentioned, the regulation expands the obligations of sport organisations and bodies to include education and training activities on preventing sexual harassment, to be delivered to both coaches and professional staff and athletes (of all ages). In addition, the regulation requires sport bodies and organisations to appoint a designated person to be in charge of the education and training activities and to submit an annual report to the relevant Knesset Committee on its activities in this field. Currently no clear criteria and standards are published in relation to the content of the training and minimum standards for the operation for sport organisations.

Aims and priorities

6.1. Risk assessment guidelines/protocols are available and conducted for activities, transport, accommodation and spaces in the sport- specific context.

6.2. Education and training for CSOs, sport coaches and child athletes includes a self-assessment component for trainees (feedback) to enable evaluation and monitoring by the steering committee and OCSS.

It is important to emphasise that the establishment and implementation of clear reporting obligations for the CSOs (as envisaged in Building Block 3 and Building Block 4) can enable effective monitoring, quality control and assessment in relation to the case management system and responding to concerns of abuse in relation to education and training requirements.

Key milestones

Aim 6.1. Risk assessment guidelines/protocols are available and conducted for activities, transport, accommodation and spaces in the sport- specific context.

Key milestones	Timeline				
	2020	2021	2022	2023	2024
6.1.1. Existing child safeguarding guidelines/protocols/provisions are identified and discussed by the steering committee.					
6.1.2. A general benchmark of child safeguarding guidelines/protocols is drafted by the steering committee (validated by the Ministry of Sport - Sport Authority).					
6.1.3. Based on the benchmark guidelines/protocols, sport organisations adapt and draft specific child safeguarding guidelines/protocols.					
6.1.4. Child safeguarding guidelines/protocols aimed at different sport environments are implemented, available and actively promoted.					

¹⁷ Until such national mandatory operating standards are established, the International Safeguards for Children in Sport should be considered a reference point.

Aim 6.2. Education and training to CSOs, sport coaches and child athletes include a self-assessment component for trainees' (feedback) to enable evaluation and monitoring by the steering committee and OCSS.

Key milestones	Timeline				
	2020	2021	2022	2023	2024
6.2.1. A self-assessment component for trainees (feedback) is developed and discussed by the steering committee.					
6.2.2. A self-assessment component for trainees (feedback) is approved.					
6.2.3. A self-assessment component for trainees (feedback) is implemented and applied to all trainees.					
6.2.4. Results of the self-assessment component for trainees (feedback) are assessed.					

BUILDING BLOCK 7: GUIDELINES FOR ETHICS AND BEHAVIOUR

Self-assessment by the core group (State of play 2021)

A Code of Ethics and Fairness in Sport, in Israel, was issued in 2013 by the Ministry of Culture and Sport. It is a generic code designed to outline the basic professional ethical guidelines for people involved in sport, in Israel.

It relates to core values and is directed to coaches, athletes, referees, managers and management committees. Its purpose is "To create a uniform normative infrastructure uniting basic ethical value and fostering sporting conduct characterised by fairness, transparency, and integrity, which goes beyond the formal mandatory rules in the field of sport to strengthen the position occupied by sport in Israel and increase the public trust in it. It constitutes a system of appropriate and accepted behavioural rules which interested parties take upon themselves [...]."

Section 4 of the Code is designated to promote responsibility towards child athletes. It states that an adult who takes part in the sporting life of a child athlete [...] has impact on his/her life [...] these organised parties must be engaged in developing a safeguarding environment for child athletes by considering the following rules:

- ▶ Co-ordination and professional supervision, while ensuring the safety and well-being of the child athlete.
- ▶ Familiarity with the relevant legislation.
- ▶ Alertness as to exploitation and abuse generated by the child's dependency or his/her physical, verbal, or emotional immaturity.
- ▶ Exercise of discretion and discrete behaviour while recognising the authority and power held by the adult who is playing a role in the child athlete's life.
- ▶ Refraining from any action that harms the child athlete which is not based on reasonable professional considerations.
- ▶ Ensuring that the child athlete's self-esteem and self-confidence are maintained and enhanced during his or her sporting activities.
- ▶ Avoiding neglect - non-fulfilment of the child athlete's basic physical and emotional needs during his or her sporting activities.
- ▶ A child athlete is not the property of the association, and it is necessary to act with transparency and fairness in accordance with the requirements of the Sports Law regarding the subject of release and transfer from one association to another.

In addition, it is expected that people involved in sport with child athletes must always set a personal example of appropriate conduct. The values of honesty, fairness and integrity must be respected by all people involved in sport.

The Code also specifies behaviours designated to coaches and trainers. It requires them to take responsibility for the welfare of the athlete, non-humiliating conduct, safeguarding measures regarding the welfare of the child athlete, provision of opportunities for potential fulfilment, continuous education and development, awareness

of personal power and exercising it judiciously, integrity, honesty and fairness, refrain from expressions of racist connotations and discrimination, use of dignified language, refraining from betting and refraining from situations which evoke conflict.

Aims and priorities

7.1. Amend the Code of Ethics to include specific references to child safeguarding in sport and reporting obligations.

7.2. Encourage sport organisations to include references to child safeguarding in sport and reporting obligations in their specific Codes of Ethics.

Key milestones

Aim 7.1. Amend the Code of Ethics to include specific references to child safeguarding in sport and reporting obligations.

Key milestones	Timeline				
	2020	2021	2022	2023	2024
7.1.1. The amendment to the Code of Ethics is designed and drafted.					
7.1.2. The amendment to the Code of Ethics is adopted and implemented.					

Aim 7.2. Encourage sport organisations to include references to child safeguarding in sport and reporting obligations in their specific Codes of Ethics.

Key milestones	Timeline				
	2020	2021	2022	2023	2024
7.2.1. Promote the amendment to the “Generic” Code of Ethics for sport organisations.					
7.2.1. Take active measures to encourage sport organisations to include similar and sport-specific references to child safeguarding in sport and reporting obligations in their Code of Ethics.					

BUILDING BLOCK 8: SAFE RECRUITMENT SYSTEM

Self-assessment by the core group (State of play 2021)

In Israel, the **Prevention of Employment of Sexual Offenders in Certain Institutions Law (2001)** prohibits the employment (either with pay or volunteering) of convicted sexual offenders in institutions that provide services to vulnerable populations, including children. The prohibition applies to both the employee and the employer (meaning that in such institutions, the employer is not allowed to employ convicted sexual offenders and convicted sexual offenders are not allowed to work). The law requires prior authorisation from the police to ensure that individuals applying to work, which includes contact with children, have not been convicted of sexual offences. The law applies to sport institutions and is relevant to coaches and other sport staff that interact with children.

However, the law is limited:

1. It concerns only convicted sexual offenders, so employers are unable to know whether criminal cases were previously filed without conviction, or if cases are still on-going.
2. The law requires prior authorisation for employment but there is no obligation for an “update” mechanism that requires a periodic test to ensure employees have not been convicted during their employment period.
3. The law applies to work in “institutions”. It is currently not applicable to persons who are self-employed (e.g., private personal trainers).

It is important to note in relation to the challenge that:

1. The Ministry of Education is one of the few bodies that is authorised to receive information on criminal records for all education workers (including sport teachers in educational institutions) that have contact with children (including pending or on-going cases), and that it conducts periodic testing on this matter. Following an incident in which a teacher continued to teach children while under criminal procedures for child abuse, the NCC called to establish a 'push' mechanism to alert the Ministry of Education, in real time, if an investigation is launched against an education worker for sexual or violent crime. This mechanism has been active since 2019.
2. Another relevant development in this field concerns a recent legislative amendment (also promoted by the NCC) that allows local authorities to receive information of on-going criminal cases that concern their employees who work with children. However, while the amendment was adopted, it is not yet implemented in practice. Also, while it could apply to "sport" municipal workers, most of the sport coaches are employed by the sport organisation, not local authorities.
3. In relation to challenge, the NCC is currently working on promoting a legislative amendment to include a legal requirement for "independent" / self-employed persons to be authorised. This should also be applicable to those working independently in the sport context but not to sport coaches in organisations.

Aims and priorities

8.1. Establish an "update" obligation on sport organisations to periodically re-apply for authorisation for employment of its current coaches and other relevant staff working with child athletes to ensure they were not convicted during their employment period. Consideration to be given to establishing such an obligation as a prerequisite for receiving governmental sport budget.¹⁸

BUILDING BLOCK 9: MONITORING AND EVALUATION

Aims and priorities

9.1. An internal monitoring system is in place to ensure compliance and to perform quality assurance on the actions taken concerning child safeguarding in sport. This is to be achieved mainly through reporting obligations (for example on case management systems, education and training, etc.), as described in the relevant building blocks).

9.2. Conducting and publishing evaluative research on child safeguarding in sport (to be conducted 2-5 few years after its implementation).

9.3. Self-assessment component in relation to education and training is implemented (see Building Block 6).

9.4. Mechanisms are in place to collect national data on child safeguarding cases in sport and identify trends.

Key milestones

Aim 9. 1. An internal monitoring system is in place to ensure compliance and to perform quality assurance on actions concerning child safeguarding in sport. This is to be achieved through reporting obligations (for example on case management systems, education and training, etc.), as described in the relevant building blocks).

Key milestones	Timeline				
	2020	2021	2022	2023	2024
9.1.1. An internal monitoring system is designed.					
9.1.2. An internal monitoring system is discussed by the steering committee and validated.					
9.1.3. An internal monitoring system is implemented.					

¹⁸ Milestones will be developed and a timeline will be established by the steering committee in the phase of the roadmap implementation.

9. 2. Mechanisms are in place to collect national data on child safeguarding cases in sport and identify trends.

Key milestones	Timeline				
	2020	2021	2022	2023	2024
9.2.1. National data concerning child safeguarding in sport is received through CSO reporting obligations and collected.					
9.2.2. National data concerning child safeguarding (through CSO reporting obligations) is analysed.					
9.2.3. National data concerning child safeguarding (through CSO reporting obligations) is published periodically.					

9. 3. Conducting and publishing evaluative research on child safeguarding in sport (to be conducted 2-5 few years after its implementation).

Key milestones	Timeline				
	2020	2021	2022	2023	2024
9.3.1. Discussion on the desirability, aim and scope of evaluative research and setting criteria.					
9.3.2. Commissioning evaluative research.					

9. 4. Self-assessment component in relation to education and training is implemented (see milestones Building Block 6).



CHAPTER 4: THE SETTING UP OF CSO ROLES IN SPORT

It is recommended that an Officer of Child Safeguarding in Sport shall be appointment under the Ministry of Culture and Sport (OCSS). In general, the OCSS will concentrate on preventive measures (e.g., courses, lectures, certification programmes) and support/treatment measures (reporting guidelines and methods) in and outside sport organisations (to social services and welfare within the municipalities and police).

The OCSS shall be tasked with:

- ▶ Establishing criteria and competences for the appointment of CSOs.
- ▶ Establishing the role of the CSO (roles and responsibilities, working methods).
- ▶ Developing guidance in relation to reporting obligations in sport and case management systems in cases concerning child safeguarding in sport.
- ▶ Receiving and analysing reports and data on the work of the CSOs and child safeguarding efforts.
- ▶ Advancing necessary legal, policy and budgetary criteria changes to promote child safeguarding in sport.
- ▶ Developing and disseminating materials (publications, guidelines, workshop, trainings, etc.) in relation to advice and support services, namely to CSOs, sport coaches and staff and child athletes.
- ▶ Developing education and training procedures, content and delivery mechanisms relating to child safeguarding in sport to all relevant groups (CSO, sport coaches and staff, athletes, etc.).
- ▶ Initiating and establishing intra-governmental and inter-agency co-operation in relation to reporting obligations in sport and child safeguarding (through the planned forum, part of the steering committee).
- ▶ Initiating and establishing co-operation and working methods with sport federations and sport organisations in relation to child safeguarding in sport.
- ▶ Lead the work of the steering committee and core group to advise on child safeguarding in sport.

Furthermore it is recommended that sport federations, sport organisations, sport associations and unions are obligated to establish a Child Safeguarding Officer (CSO) position. The CSOs shall receive high-level education and training on child safeguarding in sport. The CSOs shall also be tasked with:

- ▶ Implementing the mandatory reporting obligations in sport.
- ▶ Designing and implementing the case management system concerning child safeguarding issues in sport. This would include providing clear and understandable information to all relevant persons, especially the child. Such information will include the child's rights, the process, possible outcomes, avenues for reporting (in and outside sports), sources of advice and support (in and outside sport), etc.
- ▶ Provide and disseminate information relating to child safeguarding in sport to all relevant persons in sport organisations, namely sport coaches, staff and child athletes.
- ▶ Ensure education and training according to the training content and delivery model relating to child safeguarding in sport that shall be adopted is delivered to all relevant persons in sport organisations, namely sport coaches, staff and child athletes.
- ▶ Periodically report on case management systems and education and training to the OCSS in accordance with the reporting obligations and process that shall be determined.



CONCLUSION

The “Child Safeguarding in Sport” (CSiS) project has enabled the instrumental development of Israel’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 meet enhanced safeguards for children. Agreeing and setting shared values and principles has helped to establish Israel’s vision for the future.

Israel has a strong cross- ministry approach which helps to connect the various aspects of safeguarding in and outside of sport – whether that involves education, justice or health. The establishment of new partnerships and collaborations have been a direct result of the project. This approach will help overcome barriers and address awareness gaps in the sport sector and amongst the general public on this subject, leading to safer, more enjoyable and inclusive sport for all children.

Israel benefitted from an established national framework for child protection in terms of its policy framework which included core legislation and guidance. However, connections with safeguarding work and the sport sector needed strengthening and this has been achieved through membership of the steering committee and core group and should be further developed through the implementation of the roadmap.

Most work around ethical and safeguarding issues had been focused on adults – particularly on the prevention of and response to gender-based violence and sexual harassment and abuse. There has been no previous policy framework for safeguarding children in and through sport. There also needed to be a wider focus on all forms of non-accidental violence against children – from physical abuse, emotional abuse and neglect to peer abuse and bullying. The country expert has a research background in this field and has helped capture the available data on prevalence and abuse in sport to make a strong case for additional resources for this project and for the future long-term strategy to ensure every child in Israel, has a safe and enjoyable experience of sport.

The inclusion of plans for involvement of children and young people in the implementation phase of the work will be extremely important. The establishment of positive relationships with the National Council for the Child and other NGOs such as Athena, bring necessary skills and knowledge to inform this approach.

Israel already had a strong history of education and training for its workforce, with an unusually high proportion of paid professional sport coaches at all levels in the system. Working together with specialist organisations will facilitate future plans for embedding safeguarding children into the curriculum for all stakeholders in sport and support the development of CSO roles at all levels.

The impact of the COVID-19 pandemic on children’s physical and mental health and well-being is striking. Sport has never been more important in the process of redressing the balance and helping children to recover. This can only happen if sport is a safe place and children know who they can turn to in case of need. The Israeli core group has developed an excellent strategy and established the building blocks for a detailed action plan to take this project through its next phase.

The plans to establish Child Safeguarding Officer roles now needs to be realised. The establishment of a core role – the Officer for Child Safeguarding in Sport (OCSS) in the Ministry of Culture and Sport - will be crucial for leading the national child safeguarding in sport strategy forward, to implementation.

Appendix

Stakeholder mapping - Prepared by the Israeli CSiS project co-ordination (State of play 2021)

Stakeholder	Type of organisation	mission	Role/s in CSO process	Contact or website
Ministry of Culture and Sport/Sport Authority	Governmental	<p>The Sport Authority (SA) is a governmental entity which is responsible for sport activities in Israel. It operates with and under the auspices of the Ministry of Culture and Sport. The SA aims to develop and maintain sport at all levels by encouraging excellence, developing and supporting amateur and "sport for all" in all sports and sectors of the population.</p>	<p>Role in the Roadmap: Provide governmental support, be a regulator, develop and maintain administrative regulations to implement the roadmap policy, control the process and procedures of the policy, assign an Officer for Child Safeguarding in Sport (OCSS) and officer on Sexual Harassment Prevention in Sport, lead the steering committee and ensure legal support to the OCSS.</p> <p>Design the document and methodology for the creation of the National Policy framework.</p> <p>Design the National Policy Strategy - draft and final version.</p> <p>Call, collect and systematise the contributions made by the stakeholders.</p> <p>Approve and endorse the National Policy strategy.</p> <p>Validate the national action plan.</p> <p>Participate in the dissemination and advertisement of the national action plan on child safeguarding in sport to the public in Israel.</p> <p>Appoint an OCSS in the Ministry of Culture and Sport.</p> <p>Set an obligation to appoint a qualified Child Safeguarding Officer (CSO) in sport organisations (associations and clubs) as a prerequisite for receiving governmental sport budget.</p> <p>Approval of partnership models for the delivery of the national action plan.</p> <p>Design reporting guidelines in sport (in co-operation with the NCC).</p> <p>Approval of reporting guidelines in sport.</p> <p>Validate the appointment of CSOs in every sport organisation as a prerequisite for public funding.</p> <p>Establish CSO responsibilities and periodic reporting obligations to the Ministry of Culture and Sport (in co-operation with steering committee and sport organisations).</p> <p>Participate in the dissemination and advertisement of the system and structure for responding to child safeguarding concerns in sport to the public.</p> <p>Generate co-operation regarding existing helplines for child victims of abuse (in co-operation with relevant governmental agencies and ministries (Education, Justice, Labour, Welfare and Social Services), and relevant civil society organisations that operate the helplines.</p> <p>Support sport organisations in creating their case management structure.</p> <p>Publish and advertise the reporting guidelines in sport to the public.</p>	<p>www.gov.il/he/departments/Units/sports_administration</p>

			<p>Design set of resources and activities.</p> <p>Approval of resources and activities.</p> <p>Establish guidance concerning arrangements for advice and support.</p> <p>Ensure advice and support for CSOs and other relevant persons in relation to child safeguarding in sport.</p> <p>Identify training needs, competences and themes for all the relevant roles / groups.</p> <p>Design national education and training on child safeguarding in sport.</p> <p>Validate national education and training on child safeguarding in sport.</p>	
<p>Athena (national centre for enhancing women in sport)</p>	<p>Governmental</p>	<p>Athena is dedicated to making social change in the nation's sport culture. Among its aims is to ensure that all girls and women are encouraged and have access to sport activities. Athena has developed and runs projects within sport associations and unions and with local municipalities and clubs to further enhance and empower women athletes, coaches and those in administrative roles.</p> <p>Athena has initiated the sexual harassment prevention and safe environment programme in sport together with the ARCCI. Seventy graduates of the programme have been certified as Sexual Harassment Prevention Officers (according to the Sexual Harassment Prevention Law) in sport associations, unions and clubs.</p>	<p>Maintain its role as the national centre of knowledge, education and enhancement of women's sport. Athena will be responsible for developing and running workshops and activities on child safeguarding and prevention of sexual harassment in Olympic and non-Olympic sports in all sport organisations and associations. Athena will implement the roadmap and supervise the officers in the sport unions, associations and organisations.</p>	<p>www.athena-women.org.il</p>

Israel National Olympic Committee (INOC)	Non-profit organisation	The INOC is the organisation that supports the state of Israel's Olympic athletes. It is recognised by the International Olympic Committee (IOC). Its main role is to organise and support (financially, professionally and scientifically) the athletes representing the nation in the Olympic Games.	The INOC is responsible for providing workshops and seminars on safe environment and sexual harassment prevention in Israel's Olympic delegations (athletes, coaches, and administrators). The INOC has also published a Code of Ethics of the Olympic Sport in Israel (based on the basic Code of Ethics and Fairness in Sport published by the Ministry of Culture and Sport). The Olympic Code of Ethics includes a part on child athletes which requires, among other things, that persons responsible for child athletes in Olympic sport ensure their health, safety, and well-being, prevent physical, emotional and sexual exploitation, act in the child's best interests and prevent neglect.	www.olympicsil.co.il
The Sport Unions	Non-profit organisation	The aim of the Sport Unions through the sport associations and sport clubs is to organise and run the competitive sport leagues, tournaments and events in the state of Israel as well as the international competitive events. Four representatives of the sport associations are members of the steering committee - Football (soccer) Association, Basketball Association, Climbing Association, and Water Polo Association).	Assure that the policy is distributed and properly managed and implemented in all the unions, associations and clubs.	
Israel School Sport Association (SSA)	Non-profit organisation	The SSA of Israel is the branch of the Ministry of Education and the Ministry of Culture and Sport pertaining to the sport activities and events taking place in the educational system (e.g., schools). The SSA collaborates with most of the sport unions and sport departments in the local municipalities. The SSA comprises six regions: South, Centre, North, Jerusalem, Haifa, and Tel-Aviv.	Assure that the roadmap is implemented within the educational system. The educational system has established its own rules and regulations related to child safeguarding and it is a challenge to effectively co-ordinate the two systems and establish collaborative efforts to meet the same goals.	www.school-sport.co.il
Association of Rape Crisis Centre of Israel (ARCCI)	Non-profit organisation	The ARCCI was established in 1990 as the umbrella organisation for nine support centres. It is the main organisation in Israel which aims to support victims of sexual violence and sexual harassment while fighting against these phenomena. The nine centres operate independently in the provision of emotional support to victims of sexual violence and sexual harassment. The centres have established tight collaborations with the various communities within their locations.	Involved in creating professional and education content for training and workshops, as well as promoting the proposed legal policies relating to prevention of sexual violence and harassment and child safeguarding in sport. In collaboration with Athena, the ARCCI also organised courses, workshops and events for the certification of Sexual Harassment Prevention Officers (according to the Sexual Harassment Prevention Law) in sport organisations, associations, and unions.	www.1202.org.il
			Participate in the dissemination and advertisement of the reporting guidelines, system and structure for responding to child safeguarding concerns in sport to the general public.	

National Council of the Child (NCC)	Non-profit organisation	The NCC is an independent, non-governmental institution, which operates to protect and promote the rights and well-being of all children in Israel. The NCC has been operating for over four-decades and is the leading organisation in Israel on issues of children's rights. The NCC promotes, initiates and conducts activities on a variety of issues relating to children and youth, including child protection and child safeguarding. It is a source of knowledge for professional and governmental establishments. In the past two decades, the NCC has operated a child assistance and support centre for child victims of sexual and violent offences. In its operations, the NCC has assisted and supported thousands of children in Israel. This experience has enabled the NCC to better learn the unique vulnerability, challenges and needs of child victims and based on this knowledge and expertise the NCC advocate for necessary policy and implementation measures.	The NCC is part of the core group and is involved in creating professional and educational content for training and workshops, as well as promoting the proposed legal policies relating to child protection and child safeguarding in sport. The NCC participates in the dissemination and advertisement of reporting guidelines and the system and structure for responding to child safeguarding concerns in sport to the general public. Design reporting guidelines in sport in co-operation with the Ministry of Sport and Culture – Sport Authority).	www.children.org.il
Ministry of Labour, Welfare and Social Services	Governmental	In charge of labour, welfare and social services for the citizens of the state of Israel.	Participates in the intra-governmental and inter-agency forum.	https://www.gov.il/he/departments/molsa/govil-landing-page
Police Authority	Governmental	In charge of law and order in the country.	Participates in the intra-governmental and inter-agency forum.	https://www.gov.il/he/departments/israel_police/govil-landing-page
Ministry of Education	Governmental	In charge of the national educational system.	Participates in the intra-governmental and inter-agency forum.	https://edu.gov.il/heb/Pages/hp.aspx
Ministry of Justice	Governmental	In charge of justice and laws in the country.	Participates in the intra-governmental and inter-agency forum.	https://www.gov.il/he/departments/ministry_of_justice/govil-landing-page

Sport Organisations	Non-profit organisation		<p>Participates in the dissemination and advertisement of the national action plan on child safeguarding in sport in Israel to the sport community.</p> <p>Based on draft guidance and principles in relation to the case management structure - design and implement own case management structure in accordance with their specific sport organisation's structure and characteristics.</p> <p>Implement case management structure in the sport organisation.</p> <p>Appointment of CSOs in the sport organisation.</p> <p>Participates in the dissemination and advertisement of reporting guidelines and the system and structure for responding to child safeguarding concerns in sport to coaches, personnel, child athletes and parents.</p> <p>Discuss and provide contributions to the set of resources and activities.</p> <p>Implement arrangements for providing advice and support to relevant stakeholders (CSO, staff, children, parents).</p> <p>Provide and ensure access to specialist advice, support and information to CSO and other relevant persons in relation to child safeguarding in sport.</p> <p>Design national education and training on child safeguarding in sport.</p> <p>Validate national education and training on child safeguarding in sport.</p> <p>Offer training.</p>
Centre of Local Authority (CLA)	Non-profit organisation	Represents 75 cities and 128 local municipalities in the country. The main goal of the CLA is to represent and promote their issues to the parliament (Knesset) and government. It also serves in an advisory role on various urgent issues and co-ordinates unions of professional workers.	Assign and disseminate the policy to local sport clubs and be active in promoting CSOs to local sport clubs and organisations.

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

Organisation and funding of sport in Israel

Israel's sport structure is presented in Appendix 1. The Sports Authority of the Ministry of Culture and Sport initiates and sponsors the training of instructors and coaches at the Wingate Institute and oversees all the official sporting activities in Israel. It also financially supports the activities of sports federations and organisations and assists in the development of programmes¹. The structure of the Sports Authority in the Ministry is presented in Appendix 2.

Legal and policy framework for safeguarding and protecting children

Israel is a State Party to the UN Convention on the Rights of the Child ("UNCRC") and is therefore obliged to respect, protect and fulfil children's rights, including the right of the child to protection. In Israeli legislation there are various laws and regulations that relate to children's welfare, well-being and rights. In the context of child protection - Israel is bound to implement §19 UNCRC which requires States Parties to take all appropriate measures to protect children from "all forms of physical or mental violence", including in relation to the identification and reporting of child abuse.

An example of legislation relating to the protection of children, which also can be applied in the context of sport, is the mandatory reporting obligation anchored in the Israeli Penal Code (§368(d)) which requires everyone to report any case where there is a reasonable basis to suspect that a child (under 18 years of age) has been abused (applies to physical abuse, sexual abuse, neglect or physical assault that results in injury) by a person responsible for him or her (e.g. parent, guardian, teacher, coach) to the police or a child protection officer.

The law also requires that a principal or staff member in care, education or therapeutic institutions report to the police or to a child protection officer such abuse, even in cases where it was not committed by the person responsible for the child.

National legislation/statutory guidance in safeguarding that includes sport.

Israel has its own Sports Law (Statutes/Rules), but safeguarding is considered in the "Code of Ethics" which was issued by the National Sport Authority office within the Ministry of Culture and Sport. To date, there is no specific legislation that concerns child protection in sport.

The European Union and Council of Europe joint project "ALL IN: Towards gender balance in sport"² carried out in 2018-2019, revealed that the Israeli Ministry of Culture and Sport issued an action plan to combat gender-based violence in 2018. It has a monitoring and evaluation mechanism, as well as human resources and funding allocated to the implementation of the plan. Many actions have been taken including, producing ethical guidelines for coaches, holding training seminars for coaches/decision maker, developing guidelines for handling cases of gender-based violence and establishing a formal complaint procedure for reporting gender-based violence. The project also found that the Israeli Olympic Committee had introduced a policy to prevent and combat gender-based violence in 2018 and like the Ministry, has a monitoring and evaluation mechanism, as well as human resources and funding allocated to implementation of the plan. The Israeli NOC has implemented several actions since 2015 such as providing support services for victims, developing a code of conduct for coaches and people in managerial and decision-making positions and organising awareness-raising campaigns. Four Olympic sport federations (football, rugby, sailing and triathlon) have a written policy/action plan for preventing gender-based violence in sport and six Olympic sport federations implemented concrete measures and actions to prevent and combat gender-based violence. The tools most often used include the development and implementation of a code of conduct/ethical guidelines for coaches and people in managerial and decision-making positions.

1 <https://mfa.gov.il/mfa/aboutisrael/culture/pages/culture-%20sports.aspx>

2 European Union (EU) & Council of Europe (COE) joint project "ALL IN: Towards gender balance in sport." Project website: <https://pjp-eu.coe.int/en/web/gender-equality-in-sport>

Ethical guidelines/codes of conduct

The Ministry of Culture and Sport has issued a **Generic Code of Ethics** and requires that state-appointed sport organisations adopt it and distribute it in their organisation. The Code includes a section (n°4) about “Responsibility towards Juvenile Sportsmen and Sportswomen” and one about trainers (coaches). It states that “A trainer shall take particular care to safeguard the welfare of a juvenile sportsman/woman.”

Existing standards/quality assurance for safeguarding and protecting children in and through sport

The Israeli Olympic Committee has recently developed Rules for the Prevention of Sexual Harassment and Promotion of Protectedness in Olympic Sport, in Israel³. These rules are derived from The Prevention of Sexual Harassment Act (5758-1998). These rules do not focus specifically on children, but are valid for all the NOC’s “employees, volunteers, athletes, coaches and escorts working under its umbrella”(p. 6). The rules define and prohibit the following behaviour:

- ▶ Bullying
- ▶ Tormenting (Mistreatment)
- ▶ Harassment
- ▶ Sexual harassment
- ▶ Sexual assault
- ▶ Sexual abuse
- ▶ Inappropriate emotional behaviour
- ▶ Inappropriate physical behaviour
- ▶ Scheming

These rules include regulations for case management: **how to report** prohibited conduct (p. 10) and **how to question and investigate** a complaint (p. 11).

Criminal record checks available to/required for sport

The law on Prevention of Employment of Sexual Offenders in Certain Institutions (2001) prohibits the employment (either paid or voluntary) of convicted sexual offenders in institutions that provide services to vulnerable populations, including children. The prohibition applies to both the employee and the employer (meaning, that in such institutions, the employer is not allowed to employ convicted sexual offenders and convicted sexual offenders are not allowed to work). The law also applies to sport institutions **and is relevant to coaches and other sport staff that interact with children**⁴. But the law presents some limitations - it only concerns convicted sexual offenders, so employers do not know whether criminal cases were previously filed without conviction, or if cases are still on-going. There is also no “update” mechanism, and it is not applicable to persons who are self-employed (e.g., private personal trainer).

Current job descriptions and person specifications for designated safeguarding officers in sport

As seen in Rules for the Prevention of Sexual Harassment and Promotion of Protectedness in Olympic Sport, in Israel, the Olympic Committee has appointed a “**Sexual Harassment Commissioner**”. Every case of prohibited conduct must be reported to the Sexual Harassment Commissioner, who is also the person who will investigate the complaint by taking testimony from the people involved (pp. 10-11).

It has also been determined that every sports association and sports body in Israel is obligated to appoint a person in charge of preventing sexual harassment and a safe space in sport. To implement a programme for child safeguarding the following measures have been taken or are in process:

3 <https://www.olympicsil.co.il/wp-content/uploads/2021/12/Rules-for-the-Privantion-of-Sexual-Harassment-and-Promotion-of-Protectedness-in-Olympic-Sports-2.pdf>

4 All coaches in Israel have at least a 2-year education programme and are employed.

- ▶ Appointment of a Sexual Harassment Prevention Officer in every sport association.
- ▶ Appointment of a Trustee in the domain of safe space in sport and prevention of sexual harassment in every sports club and competitive sports association

As part of the programme described above, sexual harassment officers have been appointed in all sports associations and sports bodies in Israel. This has been followed up by an 18-hour certification programme, and to date about 70 people have participated and been certified as Sexual Harassment Officers (supervisors in the field). The programme was initiated in 2020 by "Athena" – the centre for women's sport advancement and is called "Safe Space in Sport". The programme is aimed at safeguarding and sexual harassment prevention and was designed by the Union of Support Centres in Israel and supported by the Sport Authority. The 40 certified graduates are considered to be those who oversee sexual harassment and safeguarding cases in sport associations. When required, they are the first to observe and take measures or report to the legal authorities.

Current access to relevant training and coverage of training

The Ministry of Culture and Sports has established a multi-disciplinary committee for safeguarding and prevention of sexual harassment of children in sport. The committee is currently working on the content that will be included in all the courses for instructors and coaches in the country. The National Council for the Child (NCC) is also a member of this committee and provides knowledge and resources for these courses.

Each sport association is also required to hold **advanced training courses** for coaches, managers and parents. In addition, **conferences are organised for the presidents and CEOs** of sport associations. Moreover, the plan is to introduce the content to all sport clubs in the country. So far, two events were carried out for presidents and managers of two sport associations which were organised by the NOC, Athena and the Sport Authority.

Some civil society organisations, including the **National Council for the Child (NCC)**, are also involved in child protection in sports. The NCC, for example, has advocated for legislation concerning child protection, participated in discussions on child protection in sport, provided training to professionals in sport on violence against children and identifying child abuse. The NCC receives communication through its Ombudsperson Centre that includes issues relating to child protection and children in sport, and they publish material on the issue. One of the relevant publications, includes a booklet issued by the Ministry of Sport on identifying child victims of abuse and reporting obligations for sport coaches working with children.

Concluding remarks:

In the field of safeguarding children in sport, Israel has many pieces in place. However, the different actions taken need to be co-ordinated and combined in a policy specifically aimed towards children. It is a strength that the Ministry plans to appoint a prevention officer in each sport association and has already developed a certification programme for these positions and certified 70 people. Furthermore, they are working on including safeguarding and prevention of sexual harassment of children in sport, in all courses for instructors and coaches and are introducing this theme for presidents and CEOs of sport associations. Guidelines for the specific types of undesirable behaviour to be covered is unclear with the main focus seemingly to be on sexual harassment, while physical, psychological harassment and abuse, neglect and bullying are not included in the education of the safeguarding officers. Still, a system for case management appears to be less developed. The Israeli Olympic Committee has developed "Rules for the Prevention of Sexual Harassment and Promotion of Protectedness in Olympic Sports in Israel". This document describes the types of conduct that are prohibited, how to report them and how to investigate a complaint. Children are not mentioned in this document, but "athletes" may also include children and youth. The preventive system developed by the Israeli Olympic Committee needs to be co-ordinated with the other safeguarding work developed by the Ministry for Culture and Sport in a defined relationship.

Strengths and Opportunities

Israel already has a legislative and policy framework for safeguarding and protecting children which covers abuse inside and outside of the family. It is a signatory to the UNCRC which informs all related legislative and policy development. The mandatory requirement for everyone to report their concerns that a child is being abused is fully inclusive albeit that sport is not referenced specifically. Future opportunities to ensure sport is included and referenced in child protection policy documents can start to be addressed in this project.

Sport has done considerable work in recent years to combat gender-based violence and to address sexual harassment and abuse. This provides opportunities to build on the learning from existing policy and practice initiatives. It would be useful for some mapping work to be completed across these initiatives and the Child Safeguarding in Sport building blocks for the road map. It is positive that monitoring and evaluation processes have already been developed for the aforementioned areas. Consideration needs to be given to how to adapt these for the current project.

The emerging role of the National Council for the Child (NCC) in both policy advocacy and direct delivery of awareness and education resources on child protection in sport provides a positive opportunity for collaboration between child rights, child protection agencies and sport.

It will be helpful to clarify the full scope of the Ministry of Culture and Sport's multi-disciplinary committee for safeguarding and prevention of sexual harassment of children in sport. Does this, or could this, cover all forms of non-accidental violence – including bullying? There has been a strong history of education and training in sport. It is comparatively unusual to have a workforce for coaching which is predominantly paid and has access to comprehensive programmes in this area. This programme will need to address how the Child Safeguarding Officer (CSO) training can benefit from the existing training infrastructure.

The gap between mainstream child protection legislation and policy and sport law and policy can be narrowed to develop a holistic multi-agency and multi-disciplinary approach facilitated by enhanced multi-stakeholder collaboration.

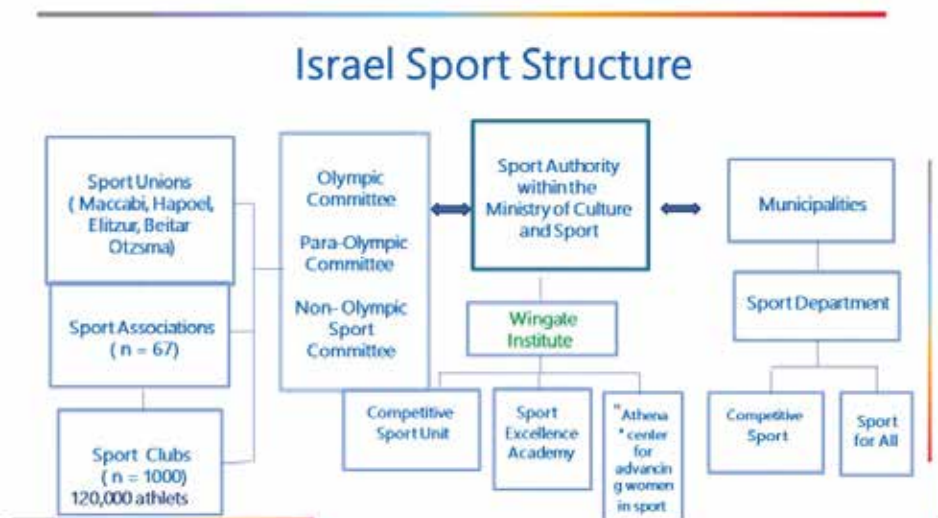
Weaknesses and Threats

Sport policy and intervention has primarily focussed on adults in terms of addressing gender-based violence and sexual harassment. The current work on child safeguarding appears to focus on prevention and response to sexual violence. For this project, the sport policy response and the CSO roles will need to be focused on all forms of non-accidental violence – including physical abuse, psychological abuse, neglect, bullying and peer abuse. This approach will also need to be reflected in policy, codes of ethics and conduct as well as in education programmes. At present it is not clear how this will happen so the steps to achieve a holistic approach will need to be refined in the project.

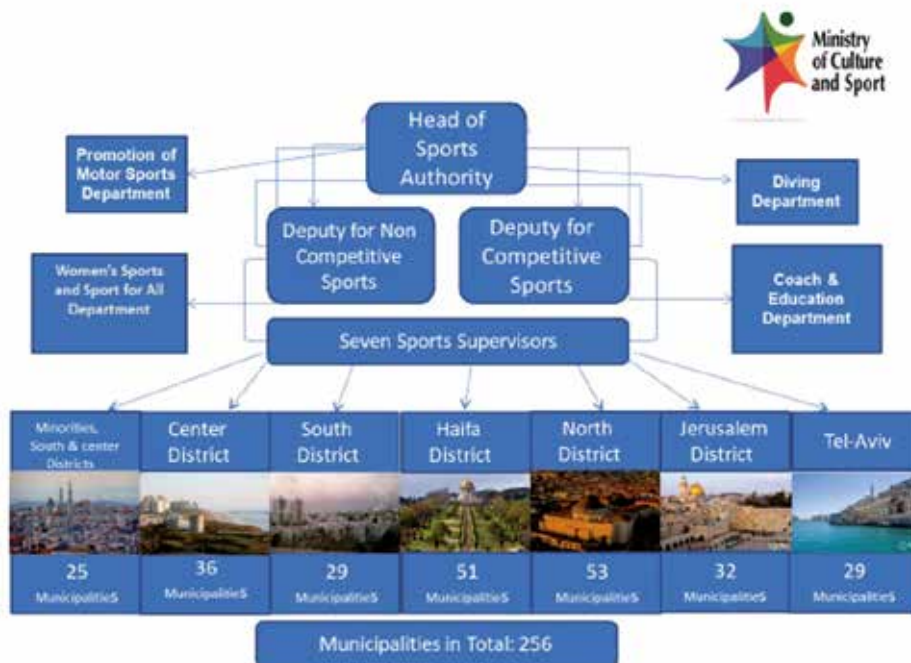
There is a range of terminology being used to describe approaches to creating a safe environment for all, such as "Safe Spaces" and "Promotion of Protectedness". Sexual harassment prevention and response terminology appears to have been applied to adults and children, whereas harassment is usually referenced in terms of adults only and "sexual abuse" or "violence" concerns children and young people to the age of 18 years. The definitions need to be clarified to ensure the scope of the sport organisation's remit and the role of the CSO is consistently defined.

It is not yet clear how the CSO role will fit alongside the roles of Sexual Harassment Prevention Officers and the Trustee roles for "Safe Space". The capacity for training the CSO roles and the potential delivery mechanism/s need further explanation.

APPENDIX 1: Israel Sport Structure



APPENDIX 2: Structure of the Ministry of Culture and Sport





Warm thanks to everyone who has contributed to the development of the roadmap, **Nurit Taragano Sharvit** and **Shlomo Savia** from the Ministry of Culture and Sport of Israel, **Gershon Tenenbaum** from Reichman University, Interdisciplinary Centre, **Anne Tiivas** and **Kari Fasting** from Safe Sport International and to the Israeli core group and steering committee members.

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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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