

PORTUGAL

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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INTRODUCTION

Sport is great for children. It brings joy and healthy habits. It boosts self-esteem and creates a sense of belonging. Through sport, children adhere to key values and learn important life skills. Unfortunately, children can also be at risk when 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 denial, break the taboo and take concrete measures to protect children, prevent and respond to all forms of violence in sport. To achieve this, they have to urgently develop comprehensive child safeguarding policies and action plans and implement them efficiently 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 28 February 2022². Its main aim is to guide and accompany partner countries towards effective child safeguarding in sport policies, ensuring a safe, positive and empowering sport environment for all children. This is done through the development of tailor-made roadmaps for the development and implementation of child safeguarding policies, including setting up positions of Child Safeguarding Officers (CSO) as the key players in the development and implementation 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 by good practice owners from European countries as well as by consultants from Safe Sport International (SSI) – a non-governmental international organisation based in the UK.

In Portugal, the lead is taken by the Portuguese Institute of Sport and Youth as national co-ordinator. It is supported by both a Portuguese organisation with expertise in this field at national level – Qantara Sports – and by Safe Sport International.

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 Child Safeguarding Officer roles in sport.
- ▶ Development of the competencies and skills of those who will have a role to play in implementing the roadmaps and in setting up CSO roles.
- ▶ Equipping all those who can play a role in ensuring a safe sport environment for all children (Child Safeguarding Officers, decision-makers, coaches, sport leaders, trainers, etc.) with resources and examples of good practice, by updating and extending the existing Online Resource Centre³.
- ▶ 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, by setting up a Pool of International Experts on Safe Sport.

1 Child safeguarding in sport is understood as benefiting anyone below the age of 18, in this document mostly referred to as “children”, including adolescents.

2 Implementation of the CSiS project was initially planned for 1 March 2020 to 31 October 2021. However, owing to problems with the implementation of several activities as a result of the COVID-19 pandemic, the project was extended until 28 February 2022.

3 The Online Resource Centre was established in 2017, under the “Pro Safe Sport+” project, to share practices and resources on preventing sexual violence against children in sport, along with some tips and principles on various topics. 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.



1) TOWARDS CHILD SAFEGUARDING IN SPORT: DEVELOPMENT OF THE ROADMAP

A collaborative approach

One of the main outcomes of the 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 preventing children from being harmed and abused in sport and in protecting victims. This includes public authorities responsible for sport and children's rights, sports organisations, child protection agencies, people with lived experience of abuse in sport, etc.

In each partner country, two entities were set up:

A steering committee: led by the CSiS national co-ordinators, as one of the key stakeholders. This is a multi-agency and multi-disciplinary forum that engages with the Council of Europe, the national experts/consultants and international experts in the design of the roadmap. It should ideally become a permanent co-ordinating forum for each country's long-term commitment to the implementation and further strengthening of child safeguarding in sport.

A core group: made up of the key members of the steering committee, more closely engaged in the drafting process for the roadmap and consulting regularly with the steering committee. The Council of Europe 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 the support from international and national experts on safe sport, the partner countries benefited from the experience of "good practice owners" from other European states, who shared their practices on successfully implemented systems including Child Safeguarding Officers⁴.

The roadmap development methodology

Under the CSiS project, the **methodology** has been designed to accompany and support each partner country in the development of its roadmap. It is an inclusive process starting with desk research and a needs-and-gaps assessment, followed by recommendations, mapping of stakeholders and discussion of expectations. These discussions then led to self-assessment by national stakeholders of the current state of play and the identification of measures to be taken in relation to five of the nine building blocks included in the 'International Safeguards for Children in Sport'⁵. Once the actions needed had been identified, they were integrated in 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. They have been tested with over 50 sport organisations around the world and their adaptation to the project context was required to reflect the need to include public authorities and other stakeholders in the development of a national strategic framework and to ensure a multi-agency approach to safeguarding children in and through sport.

4 As part of the project, the series of webinars held by the Council of Europe showcased five successful Child Safeguarding Officer systems <https://pjp-eu.coe.int/en/web/pss/webinars>

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

The following five priority building blocks were considered particularly relevant for this project:⁶

- ▶ 1. National policy framework for safeguarding and protecting children in sport
- ▶ 2. Partnerships
- ▶ 3. System and structure for responding to concerns about children and young people
- ▶ 4. Advice and support
- ▶ 5. Education and training framework

Although the project does not elaborate on them, partners are encouraged also 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 gaps-and-needs assessment started with desk research conducted by Safe Sport International in collaboration with each partner country to identify the country's strengths, weaknesses, opportunities and threats in terms of developing a strategy or policy and an implementation plan for child safeguarding in sport.

In the case of Portugal, analysis and recommendations were made concerning all of the nine building blocks, but with priority given to the top five listed above. Those recommendations made by SSI were shared at the initial country round table meeting as an important basis for the development of the roadmap.

Following feedback from the first country round table, the CSIS Secretariat and SSI expert created a standardised planning document named "Stages of the journey towards the roadmap" (Working Document). The aim of this document was to assist each country to make a more detailed self-assessment of how it was going to develop its roadmap. It contained:

- ▶ a summary of the desk research findings;
- ▶ a SWOT analysis;
- ▶ a description of each building block with expectations and the recommendations from SSI to the partner country;
- ▶ a description of the steps to be completed, including:
 - agreeing on values and principles;
 - stakeholder mapping;
 - setting the aims for each building block;
 - agreeing who the key partners are;
 - clarifying roles and responsibilities;
 - setting priorities for the short, medium and long term, and
 - creating an action plan.

On the basis of information provided in the Working Document, the first draft roadmap was prepared.

⁶ Nevertheless, for Portugal the aims and milestones are presented for blocks 6 to 9 as suggestions for future development and detail.

Development of the roadmap in Portugal: the process

The following stakeholders joined the country's **steering committee**:

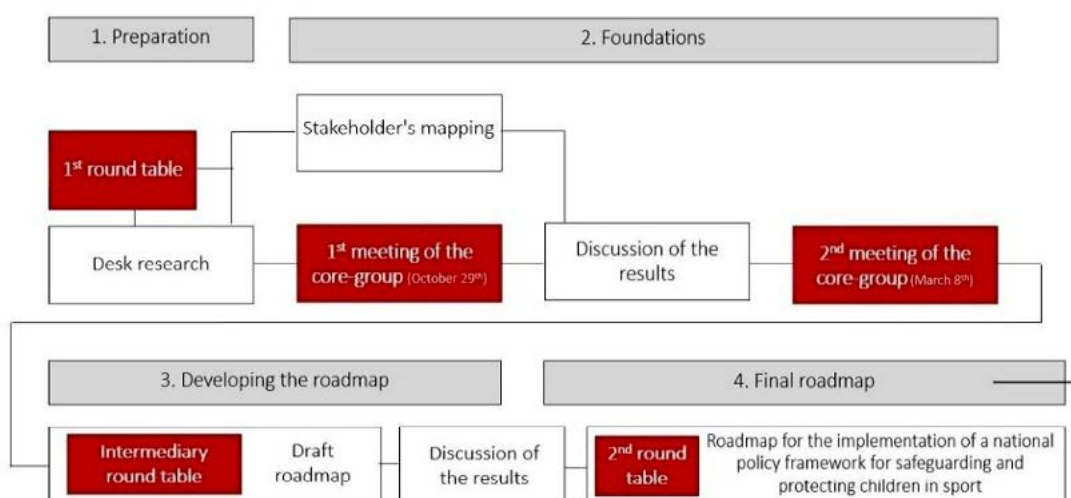
- ▶ Secretary of State for Youth and Sport
- ▶ IPDJ – Portuguese Institute of Sport and Youth – national authority for sport
- ▶ CNPDPCJ – national authority for the area of the promotion of the rights and protection of children and youth
- ▶ COP – Olympic Committee of Portugal
- ▶ CPP – Paralympic Committee of Portugal
- ▶ CDP – Confederation of Sport
- ▶ FPF – Portuguese Football Federation
- ▶ FGP – Gymnastics Federation of Portugal
- ▶ APAV – Portuguese Association for Victim Support
- ▶ ISCTE – University Institute of Lisbon
- ▶ CDP – Youth Commission/Confederation of Sport of Portugal
- ▶ CNJ – National Youth Council
- ▶ AAOP – Association of Olympic Athletes of Portugal

The **core group** member organisations are:

1. A representative from the key governmental area – Secretary of State for Youth and Sport;
2. from the statutory bodies – IPDJ national authority for sport and CNPDPCJ national authority for the area of the promotion of the rights and protection of children and youth;
3. and from the three sport umbrella bodies –
 - a. COP – Olympic Committee of Portugal,
 - b. CPP – Paralympic Committee of Portugal and
 - c. CDP – Portuguese Confederation of Sport.

For the development of a country-specific national roadmap, the following process was envisaged:

Project Summary



The first round table for Portugal was held on 20 July 2020. The project and the desk research findings were presented to the country steering committee members. Participants had the opportunity to discuss these and start to identify the key strengths and weaknesses, opportunities and threats to take into account when developing their country roadmap. The good practice owner identified by Portugal to present its CSO model was the NSPCC Child Protection in Sport Unit in the UK.

This first stage of the process resulted in:

- ▶ Clear understanding of the roadmap development methodology;
- ▶ concrete ideas (standards, actions, measures, role of the stakeholders, etc.) for improving the efficiency of the child safeguarding in sport policy, based on the results of the desk research;
- ▶ agreement on the model for the roadmap, its core values and scope, as well as the role and responsibilities of the steering committee/intersectoral group members;
- ▶ agreement on the model for Child Safeguarding Officer roles to be further discussed, its scope in relevant organisations, the prerequisite knowledge and skills, and support needs.

As a next step, the “Working Document” was drawn up by the national co-ordinator and the national consultants, in close co-operation with their core group and steering committee and with the support of the international consultant. This “Working Document” was the basis for the preparation of the draft roadmap.

The second round table took place on 26 May 2021, at which the draft roadmap was presented to the steering committee. Discussions took place on the process for finalising the model for Child Safeguarding Officer roles, its scope in relevant organisations, the prerequisite knowledge and skills, and support needed.

The roadmap was finalised after the second round table, taking account of additional comments and approved by the steering committee.

At the end of the process, a national event is planned in each partner country to present and promote its roadmap. Support is being provided by the Council of Europe through the use and production of communication tools, including an awareness-raising video.



2) STATE OF PLAY AND RECOMMENDATIONS

This section outlines the main findings of the desk research, carried out by SSI in 2020, addressing each of the five priority building blocks for the development of child safeguarding in sport policies, together with the SWOT analysis, and leading to a number of recommendations addressed to Portugal. Following those recommendations as well as expectations defined for each building block, the Portuguese core group made a self-assessment of the current 'State of play'.

Main findings of the desk research

- ▶ The Law for the Protection of Children and Young People in Danger (LPCJP) came into force in September 1999 and introduced a new model of protection that calls for the active participation of the community in a new partnership relationship with the state. It covers all organisations including sport. Protection Commissions (CPCJ) – non-judicial official institutions in each municipality with functional autonomy aimed at promoting children and young persons' rights and preventing or protecting them against dangerous situations – have been set up.
- ▶ The protection of children and young people is well covered by the Portuguese legal and regulatory system – however, nothing is sport-specific. Concerns exist about lack of awareness, buy-in and acceptance at the highest levels of all political organisations/institutions dealing with sport.
- ▶ There is no sport case data.
- ▶ There are no national standards for safeguarding and protecting children in sport nor sport/sport-related case management systems.
- ▶ The CPJCs have some sport representation, but this is insufficient to cover all municipalities with a consistent approach to and representation of sport.
- ▶ There are no current sport safeguarding officer roles at any point in the system from national to club level.
- ▶ There are several opportunities to build on the development of current safeguarding education and awareness training.
- ▶ The whole system of CSO roles needs to be developed, with clear job descriptions, person specifications and the curriculum developed. The delivery mechanism and increased capacity required need to be scoped-based.
- ▶ The signing of a protocol with ISMAI for the implementation of a National Observatory on Violence against Athletes is an important development. Its purpose is the collection of information about situations/episodes perceived as violence against athletes in the context of sport (training and competition) in Portugal. It addresses victims, former victims, witnesses or people who have been aware of incidents and want to report their experiences.

SWOT Analysis

Strengths and opportunities

The strengths and opportunities identified relate to the existing child protection system which, whilst not sport-specific, provides a platform for change, and to the long-standing commitment and determination of the Institute of Sport and Youth to ensure that the taboo around abuse in sport is addressed in mainstream

child protection systems. The engagement of sport in some of the CPCJs gives cause for optimism and provides a platform for development at municipality level. In the longer term, the protocol with ISMAI for the implementation of a National Observatory on Violence against Athletes will provide significant opportunities to provide an evidence base for future action. The influence of sports which are starting to take action to address safeguarding and the foundation training already developed provide useful experience, expertise and resource capacity, from which to build the CSO roles and the learning opportunities they need.

Weaknesses and threats

The weaknesses and threats primarily concerned the perception that there was an absence of political will for the state to understand and address the risks to children in sport. This was the single biggest barrier to the success of the project and long-term plans to safeguard children in and through sport in Portugal. The risks are both of sport organisations not receiving the support they need to implement safeguards and also of children remaining unprotected. There is a clear risk in sport not being tied into case management structures and systems with statutory agencies – in terms of their being unable to take action to sanction or remove abusers in sport or of their having inadequate response systems for people at current risk or those reporting non-recent abuse in sport.

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, in particular:

- ▶ 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.

Note: please cross reference with Building Block 2: Partnerships

The **recommendations** made to Portugal following the desk research were as follows:

- ▶ There is a clear need for coherence of safeguarding policy at national level between the ministries responsible for sport and child protection, and with the Portuguese Institute of Sport and Youth. This will require stakeholder engagement/consultation and communication between the relevant state departments and municipalities. We would recommend the development of a national policy framework for safeguarding children in sport and an action plan to realise this.
- ▶ At state level, there should be a review of current legislation, government guidance, structures and systems to consider what needs to change or be built upon to realise the vision and mission of the roadmap to ensure every child is safeguarded in sport in Portugal. The roadmap should be validated by the ministry.
- ▶ There is a significant need to raise awareness in the general public and within the sport community about the importance of safeguarding children in and through sport, taking into consideration that this is considered to be a 'taboo' subject. The role of sport in the municipal CPCJs should be more consistent and aligned with the national strategy.

- ▶ Existing research (mainly from European studies and other countries with developed research structures) should inform policy and practice. Government should consider identifying gaps and supporting research into the prevalence and incidence of abuse in sport in Portugal to demonstrate the need for this work, to raise awareness in the sport community and identify priorities for action.
- ▶ The role of the new proposed observatory needs clarifying in respect of the work of the steering committee in the short, medium and long term.
- ▶ The existing guidelines on sexual violence prevention and gender-based violence should be built on and incorporated into overarching guidance on safeguarding children (and ideally adults) in sport.

Self-assessment from the Portugal Steering Committee (State of play 2021)

The protection of children and young people is well covered in the Portuguese legal system – through the Law for the Protection of Children and Young People in Danger (which came into force in September 1999⁷). The central strand of this system is the recognition of the child as a subject with rights (aligned with the UN Convention on the Rights of the Child). It involves, firstly, the responsibility of families for the realisation of the rights of the child, while also being based on the principle that each municipality is responsible for its children. It introduces a new model of protection that calls for the active participation of the community (covering all organisations, including sport) in a new partnership relationship with the state.

However, nothing is sport-specific in this legal system. An initial critical step was made with the inclusion of Portugal's Child Safeguarding in Sport roadmap and, through it, the introduction of child safeguarding officers in sport, as a strategic objective in the National Strategy for Children's Rights 2021-24 (published at the end of 2020).

At the same time, sport organisations do not currently recognise themselves as entities with responsibilities for child protection and for the realisation of children's rights ("Entities with competence in the field of children and young people – ECMIJ"), as they are focused on providing sport practices.

Since the end of 2018, under the Council of Europe "Start to Talk" campaign on preventing and combating child sexual abuse in sport, awareness-raising campaigns at local level have been carried out and resources for basic awareness training (two training modules for managers and/or staff in sports clubs, including coaches and technical teams) have been developed.

Since 2020, a National Observatory on Violence against Athletes has been in place with the objective of collecting information about situations/incidents perceived as violence against athletes in the context of sport. It addresses victims, former victims, witnesses or people who have been aware of incidents and want to report their experiences.

What is needed now:

- ▶ A review of what needs to change or be built upon to protect children in sport in existing legislation, government guidance, structures and systems to have a consistent and informed (by existing research) national policy framework for safeguarding children in sport (and an action plan to achieve this) validated at political level (ministry).
- ▶ Engagement and consultation between sport and child protection governmental areas, with relevant stakeholders; communication and alignment between the relevant state departments (sport and child protection) and municipalities (CPCJ – main municipal players in the field of children and youth).
- ▶ Raise public awareness and awareness within the sport community about the importance of safeguarding children in and through sport and about the mission of sports clubs as ECMIJ (entities with competence in the field of children and youth).
- ▶ Research into the prevalence and incidence of abuse in sport in Portugal to raise awareness in the sport community, identify priorities for action and monitoring and evaluation of the policy, supporting the role of the new observatory.
- ▶ Incorporation of the existing guidelines on sexual violence prevention and gender-based violence into overarching guidance on safeguarding children (and ideally adults) in sport.

⁷ Law No. 147/99, of 1 September (Lei de Proteção de Crianças Jovens em Perigo).

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

This should include, in particular:

- ▶ inter-sectoral sport safeguarding partnership arrangements in place at national strategic level and at relevant regional/provincial/local levels
- ▶ partnership arrangements cover safeguarding roles and responsibilities, partnership and funding arrangements contain safeguarding criteria
- ▶ partnerships provide written guidance to their stakeholders on safeguarding expectations

One **recommendation** made to Portugal following the desk research was as follows:

- ▶ The Portuguese 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 based on the best hopes (vision), values, principles, etc., which were discussed at the first round table.

Self-assessment from the Portugal Steering Committee (State of play 2021)

A steering committee was set up involving those organisations which can play a role in the development/implementation of child safeguarding in sport policies. It comprises 12 representatives of key government authorities (1. Secretary of State for Youth and Sport); of statutory bodies (2. IPDJ national authority for sport; 3. CNPDPPCJ national authority for the area of the promotion of the rights and protection of children and young people); of sport stakeholders (three sport umbrella bodies: 4. COP – Olympic Committee of Portugal; 5. CPP – Paralympic Committee of Portugal and two Sport governing bodies: 6. FPF – Portuguese Football Federation; 7. FGP – Gymnastics Federation of Portugal); of civil society stakeholders (8. APAV – Portuguese Association for Victim Support); of partners in training (9. ISCTE – University Institute of Lisbon); and Youth/Athletes' voice (10. CDP – Youth Commission/Confederation of Sport of Portugal; 11. CNJ – National Youth Council; 12. AAOP – Association of Olympic Athletes of Portugal).

What is needed but has not yet been achieved is formalisation of its terms of reference (including its vision, values and principles).

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

Expectations:

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

This should include, in particular:

- ▶ A national guidance document in place 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:
 - the role and responsibilities of statutory agencies and sports bodies and how they should work together where there are concerns about a child
 - how allegations against staff or volunteers (particularly where the adult is in a position of trust) will be managed between statutory and sport bodies⁸
- ▶ Minimum operating standards for case management systems which clarify expectations on sports bodies (this may be covered by national guidance which applies to all organisations, including sport)
- ▶ Sports bodies which receive public funding have clear written procedures and step-by-step guidance in place about what action to take if there are concerns about a child's well-being or protection. The guidance should be available to all stakeholders and provided in formats which are accessible to all
- ▶ 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 child safeguarding officer but could also be a component of an existing role which deals with the organisation's response to integrity complaints) and whistle-blowing
- ▶ Children and young people are provided with information about what will happen if they or their parents report their concerns
- ▶ Processes are fair and transparent. Arrangements are in place to provide support to children, parents, volunteers and staff during and following an incident, reported concern/allegation and the end of disciplinary/statutory agency processes

The **recommendations** made to Portugal following the desk research were as follows:

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

Self-assessment from the Portugal Steering Committee (State of play 2021)

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

What is necessary at state and local level is to build upon (adjusting to sport context characteristics) existing structures and systems to protect children in sport; and in respect of sports federations/professionals, there should be simple and clear guidelines on how concerns should be reported and responded to (such guidelines exist for health and education organisations/professionals).

⁸ Sports bodies' codes of ethics and behaviour/conduct form the basis for reported concerns.

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. Arrangements also need to be in place for adults and people with responsibility for safeguarding in sport when seeking advice and support.

This should include, in particular:

- ▶ 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 Child Safeguarding Officer (CSO) role/s in the sports bodies
- ▶ Access to support and advice for people with responsibilities for safeguarding children in a broad sense (adults, coaches, sport leaders, etc.)
- ▶ Access to support and advice for people in CSO roles

Note: Education and training are addressed in building block 5.

The **recommendations** made to Portugal following the desk research were as follows:

- ▶ In relevant ministries, there should be a requirement to include in a ministerial/department portfolio responsibility for child safeguarding and a responsible staff member/s whose job description requires them to be a focal point for child safeguarding in sport.
- ▶ Sport umbrella bodies should have a designated focal point to lead work on safeguarding children in sport and should receive relevant training to undertake this role. People with responsibility for making future funding decisions based on safeguarding criteria would also need training to assess the evidence presented by sports that they meet the criteria.
- ▶ Advice and support to children and to adults reporting non-recent abuse as children needs to be clearly signposted. This should include information about a range of options from the CSO roles in sport to independent NGO and state child protection services. Children need to be provided with information about their rights and what to do if they are worried.
- ▶ The steering committee needs to decide on the role descriptions for people with designated safeguarding officer responsibilities from ministry to club level and prioritise those who need training first. National level roles will need greater knowledge, skills and competencies than those at grassroots level. When the role descriptions are complete, then core person specifications describing candidates' prior knowledge, skills, qualifications, experience and competencies can be developed. Recruitment should be through a thorough process involving interviews, qualification verification and background checks.
- ▶ The steering committee needs to make decisions about exploring the good practice examples from other countries. The current preference is the UK model.
- ▶ Great care needs to be taken in terms of ensuring that support services for victims of abuse and their families are in place in Portugal before promoting CSO roles at any level.

Self-assessment from the Portugal Steering Committee (State of play 2021)

There is no sport-specific advice and support provided to children or people with responsibility for safeguarding children. There are safeguarding officer roles but no job descriptions for such positions.

What is necessary is to have people responsible for child safeguarding in sport (designated focal point/safeguarding officer) in relevant ministerial/governmental departments, in sport umbrella and governing bodies and at local level (CPCJs) to lead work on safeguarding children in sport, i.e. persons who need training to undertake these roles. The role descriptions for these people from ministry to club/local level (the first roles

will need greater knowledge, skills and competencies than those at grassroots level) need to be decided, as well as prioritising those who need training first. Core person specifications describing prior knowledge, skills, qualifications, experience and competencies of candidates should be defined and a recruitment process involving interviews, qualification verification and background checks is necessary. It is also necessary for clear advice and support to be put in place for children and for adults reporting non-recent abuse as children to people with responsibility for safeguarding children, and information needs to be provided to children about their rights and what to do if they are worried.

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

BUILDING BLOCK 5: EDUCATION AND TRAINING FRAMEWORK

Expectations:

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

This should include:

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

The **recommendations** made to Portugal following the desk research were as follows:

- ▶ Ideally there should be a national framework for education and training in sport setting 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 Child Safeguarding Officer roles, people should have undertaken a basic safeguarding awareness course. There is significant opportunity for adapting the existing foundation training being delivered currently, for example the ISDJ's awareness training and the two training modules Clube TOP programme being developed by sexual abuse prevention specialists plus psychologist training to be trainers of the Clube programme. There is a significant gap in coach education which will also need to be filled. A seamless pathway needs to be created so that learning about different integrity issues/projects is seen a part of a coherent approach.
- ▶ Further work needs to be done to create the CSO training delivery model, including mapping of the size of demand, the potential providers and the resources (financial and human) which are 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 from the Portugal Steering Committee (State of play 2021)

Resources for basic awareness training on prevention of sexual abuse in sport have been developed recently (two training modules for managers and/or staff in sports clubs, including coaches and technical teams), plus the training of trainers of these modules under the Clube TOP programme.

In the short term, to create the national CSO roles, what is needed is to adapt/use the existing foundation training being delivered currently and for these people to undertake a basic safeguarding awareness course.

In coach education, the gaps in child safeguarding in sport need to be filled through continuous training and professional development.

In the longer term, it is necessary to put in place a national framework for education and training in Safeguarding Children in Sport, setting out minimum standards for the range of different roles.

A CSO training delivery model (with mapping of the size of demand, the potential providers and the resources – financial and human) and an implementation plan are necessary, considering a pilot at each level.



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 current state of play (all presented in chapter 2).

For the Portuguese roadmap, a huge amount of detailed work has already been completed by the core group and this will form the basis of their final action plan.

This strategy reflects the following main aspects:

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

BUILDING BLOCK 1: NATIONAL POLICY FRAMEWORK

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

The **values and principles** identified by Portugal to guide their policy framework, its aims and expected achievements are captured in the following commitment:

Respect for Children's Dignity and Rights in Sport

<i>Respect.</i>	A personal, interpersonal and civic value, and also an Olympic value
<i>Children.</i>	A call to the Convention on the Rights of the Child
<i>(Human) Dignity.</i>	A European value
<i>(Human) Rights.</i>	A European value
<i>Sport.</i>	An educative must-be context

The core group agreed on the above values and principles and their integration in the national steering committee's terms of reference.

In Portugal, beside the focus on children and young people, the National Policy is also looking ahead to consider what is needed to safeguard adult athletes, based on a human rights approach. In this way, some activities and some resources, mainly related to reporting, advising and support, are intended to be more comprehensive as a way to cover a wider target audience and to ensure seamless safeguarding arrangements between childhood and adulthood.

Aims and priorities

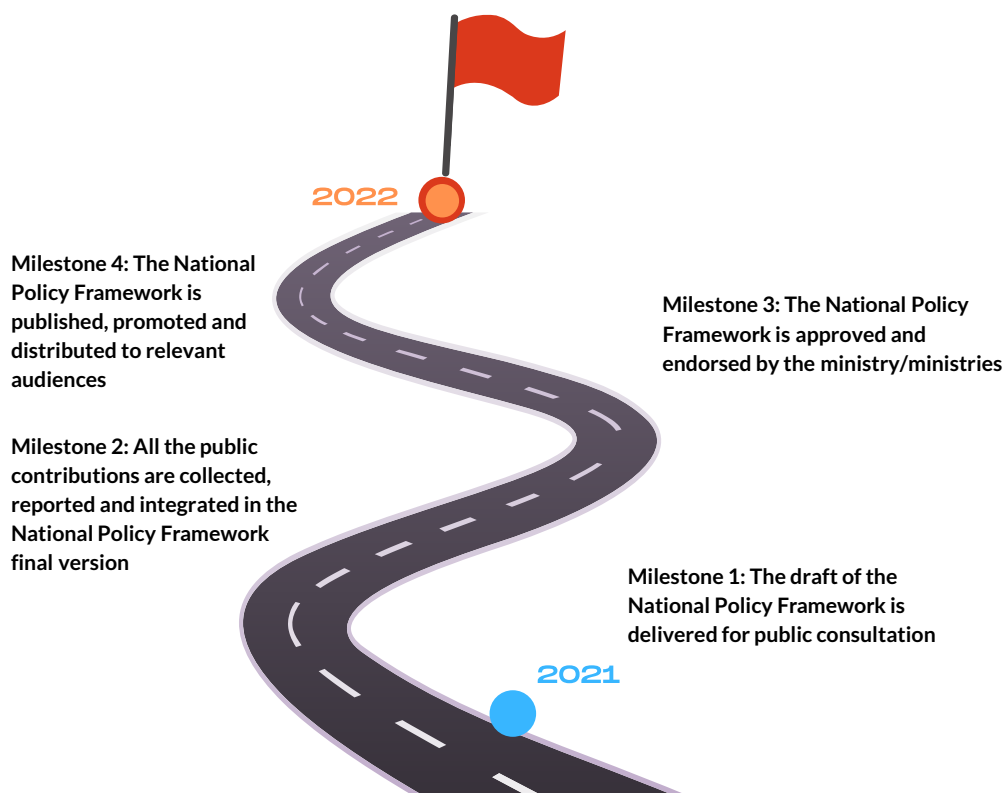
- 1.1 The National Policy Framework on safeguarding children in sports is developed and adopted
- 1.2 An action plan to set out clear aims, actions, roles and responsibilities for implementation is developed and approved
- 1.3 The general public and the sport community are aware of the importance of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

Stakeholders to be involved and their role and responsibilities

Stakeholders	Role and responsibilities in the achievement of the goals
Secretary of State for Youth and Sport	Discuss, approve and endorse the National Policy Framework.
Portuguese Institute of Sport and Youth	Design the timeline and methodology for the development of the National Policy Framework. Design and deliver the National Policy Framework draft and final version. Call for, collect and collate the contributions made by the stakeholders. Design and validate the National Policy Framework action plan. Design the Campaign roadmap.
National Commission for the Promotion of Children and Youth Rights	Design and deliver the National Policy Framework draft and final version. Design and validate the National Policy Framework action plan. Participate in the development of the Campaign.
Portuguese Olympic Committee	Participate in the development of the Campaign.
Portuguese Paralympic Committee	Participate in the development of the Campaign.
Portuguese Confederation of Sport	Participate in the development of the Campaign.
Portuguese Football Federation	Participate in the development of the Campaign.
Portuguese Gymnastics Federation	Participate in the development of the Campaign.
Portuguese Association for Victim Support	Participate in the development of the Campaign.

Key milestones and actions needed

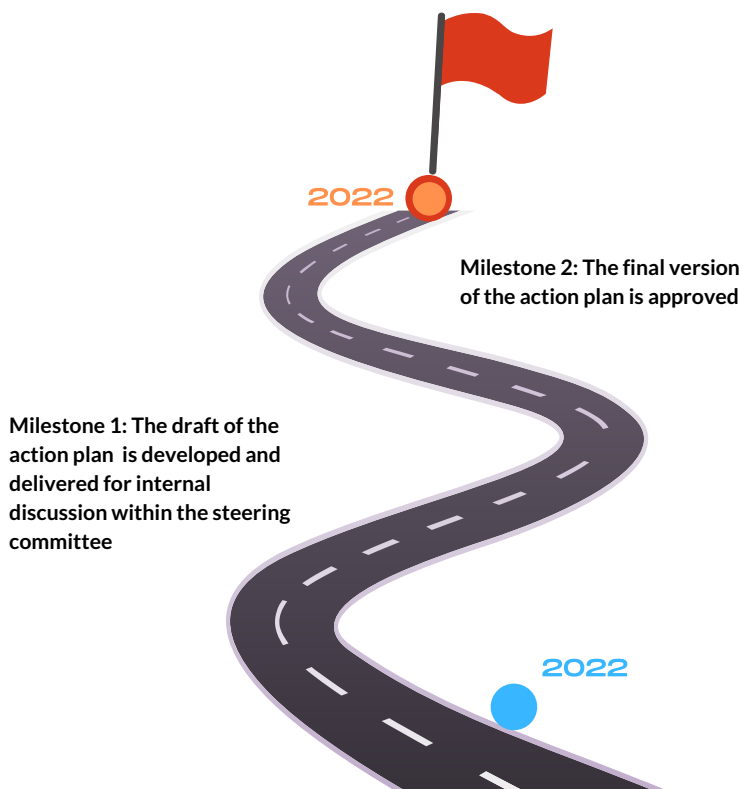
Aim 1.1. The National Policy Framework on safeguarding children in sports is developed and adopted



Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
1.1.1. The draft of the National Policy Framework is delivered for public consultation	1.1.1.1. Establish the team for designing the National Policy Framework				
	1.1.1.2. Design the methodology of the National Policy Framework design and a timeline of tasks and responsibilities (this methodology must include children and youth participation)				
	1.1.1.3. Design the methodology for the public consultation				
	1.1.1.4. Design the National Policy Framework				
	1.1.1.5. Deliver the National Policy Framework for public consultation				

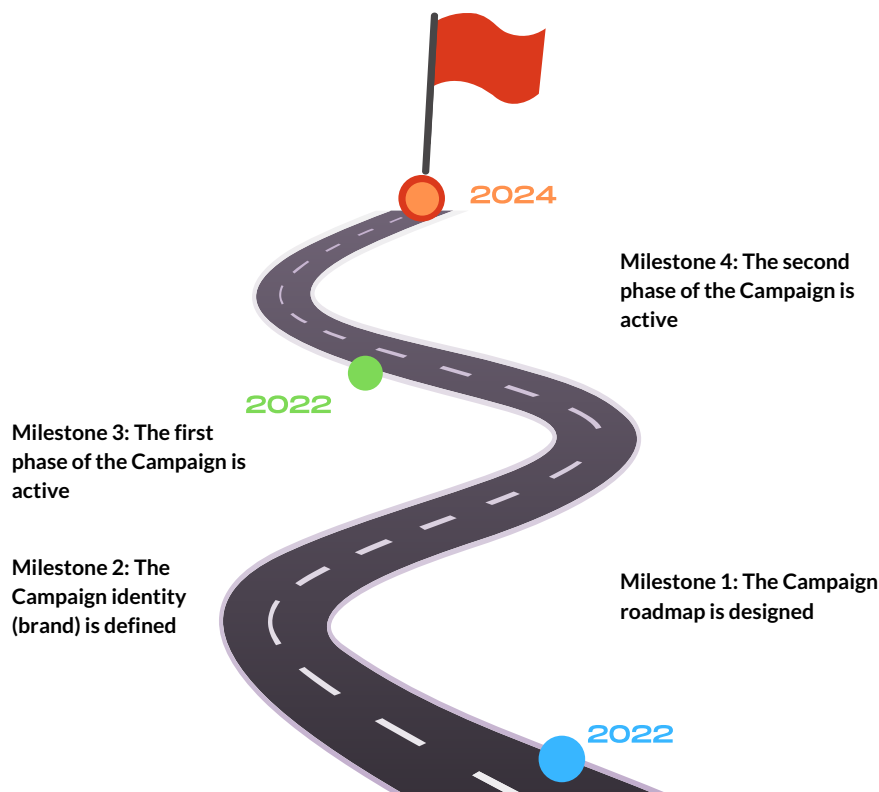
1.1.2. All the public contributions are collected, reported and integrated in the National Policy Framework final version	1.1.2.1. Publish the call for public contributions by stakeholders and the methodology			
	1.1.2.2. Collect the contributions from stakeholders (including families, children and young people)			
	1.1.2.3. Collate and integrate the contributions produced			
	1.1.2.4. Design a report justifying the changes made to the draft version			
	1.1.2.5. Deliver the National Policy Framework to the ministry/SEJD			
1.1.3. The policy is approved and endorsed by the ministry/ministries	1.1.3.1. The ministry/SEJD discuss the National Policy Framework			
	1.1.3.2. The National Policy Framework is reviewed according to the statements of the ministry/ministries			
	1.1.3.3. The National Policy Framework is reviewed according to the statements of the ministry/ministries			
1.1.4. The National Policy Framework is published, promoted and distributed to relevant audiences	1.1.4.1. The National Policy Framework is published by the ministry/ministries in all official sources			
	1.1.4.2. The National Policy Framework is sent to all stakeholders asking for dissemination at different levels			
	1.1.4.3. A press release about the National Policy Framework is sent to the national media			

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



Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
1.2.1. The draft of the action plan is developed and delivered for internal discussion within the steering committee	1.2.1.1. The team responsible for designing the action plan is appointed				
	1.2.1.2. The action plan is designed, and its draft version is delivered				
1.2.2. The final version of the action plan is approved	1.2.2.1. The draft version of the action plan is delivered to the steering committee for discussion				
	1.2.2.2. The final version of the action plan is designed, integrating the contributions of the steering committee				
	1.2.2.3. The final version is validated by the steering committee				
	1.2.2.4. A press release about the National Policy Framework is sent to the national media				

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



Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
1.3.1. The Campaign roadmap is designed	1.3.1.1. Analysis of the level of awareness of key target groups (including families and children) regarding safeguarding children and young people in sport				
	1.3.1.2. The team responsible for designing the campaign roadmap is appointed				
	1.3.1.3. The campaign roadmap is delivered to the steering committee for discussion				
	1.3.1.4. The campaign roadmap final version is validated				
1.3.2. The Campaign identity (brand) is defined	1.3.2.1. A campaign identity is proposed				
	1.3.2.2. A campaign identity is discussed				
	1.3.2.3. A campaign identity is validated				
1.3.3. The first phase of the Campaign is active	1.3.3.1. The first phase of the campaign is designed				
	1.3.3.2. The resources to be used in the first phase of the campaign are produced				
	1.3.3.3. The first phase of the campaign is launched				
1.3.4. The second phase of the Campaign is active	1.3.4.1. The second phase of the campaign is designed				
	1.3.4.2. The resources to be used in the second phase of the campaign are produced				
	1.3.4.3. The second phase of the campaign is launched				
	1.3.4.4. Study on the impact of the campaign first phase undertaken				

Potential obstacles

Milestone	Potential obstacles and solution
1.1.2. All the public contributions are collected, reported and integrated in the National Policy Framework final version	Lack of contributions. Solution: Ask two experts in the field to review it.
	Too many contributions. Solution: Design a tool for systematic analysis of the contributions according to different fields and typology.
1.1.4. The National Policy Framework is published, promoted and distributed to relevant audiences	The National Policy Framework is not disseminated/communicated widely enough to reach enough people in the target population. Solution: work through different communication channels in order to get different ways of providing information.
	Lack of institutional and legal power of the document published by the steering committee/Portuguese Institute of Sport and Youth. Solution: A joint order issued by different ministries (namely the Ministry of Education, the Ministry of Work, Solidarity and Social Security and the Ministry of Justice).
1.3. The general public and the sport community are aware of the importance of safeguarding children in and through sport	Lack of technical knowledge in terms of communication campaigns. Solution 1: define a working group among the Communication dept. of the steering committee's organisations. Solution 2: hire a communication firm.

BUILDING BLOCK 2: PARTNERSHIPS

It is essential for children and young people that the adults in their community – both as individuals and in organisations – work together to ensure that they are safeguarded and protected. In order for this to be achieved consistently for every child, organisations need to ensure a collaborative approach from national to local level which is established in clear partnerships where everyone understands their role, responsibilities and contribution. Multi-disciplinary and multi-agency working is the basis for sound safeguarding systems. Bringing together sport, statutory agencies and NGOs with relevant expertise is a new dynamic for safeguarding in sport in Portugal. Meeting the aims of this building block is a particularly critical step for Portugal.

Aims and priorities

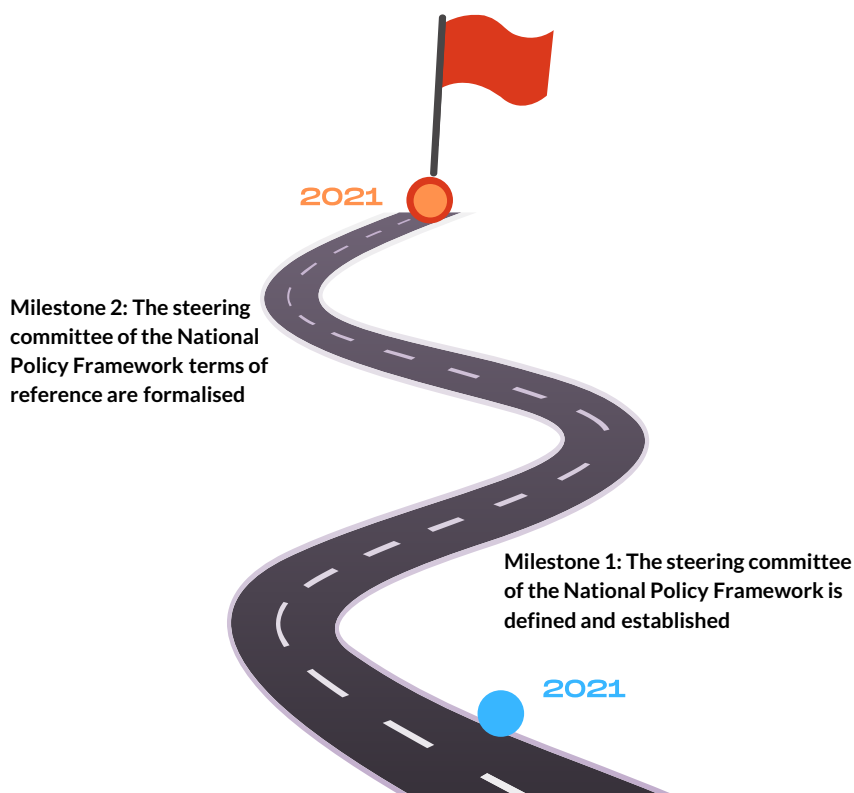
- 2.1 The steering committee for the design of the National Policy Framework is established
- 2.2 Arrangements for the inter-sectoral sport safeguarding partnerships (i.e. working groups) are in place
- 2.3 Partnerships are in place for the implementation of the CSO roles at all levels
- 2.4 Local partnership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

Stakeholders to be involved and their role and responsibilities

Partnerships to be built/improved	Role and responsibilities of the different stakeholders in the achievement of the goals
Secretary of State for Youth and Sport	Member of the steering committee.
Portuguese Institute of Sport and Youth	Member of the steering committee. Involved in the working groups. Identify focal points in every sport federation. Identify local partnership models and functioning.
National Commission for the Promotion of the Rights and Protection of Children and Youth	Member of the steering committee. Involved in the working groups. Identify focal points in every municipality. Identify local partnership models and functioning.
National Olympic Committee	Member of the steering committee. Involved in the working groups.
National Paralympic Committee	Member of the steering committee. Involved in the working groups.
National Confederation of Sport	Member of the steering committee. Involved in the working groups.
National Association of Portuguese Municipalities	Member of the steering committee. Involved in the working groups. Identify focal points in every municipality.
Portuguese Olympic Athletes Association	Member of the steering committee. Involved in the working groups.
Portuguese Football Federation	Member of the steering committee. Involved in the working groups. Identify focal points in every association and club.
Portuguese Gymnastics Federation	Member of the steering committee. Involved in the working groups. Identify focal points in every association and club.
Portuguese Association for Victim Support	Member of the steering committee. Involved in the working groups.
ISCTE – University Institute	Member of the steering committee. Involved in the working groups.

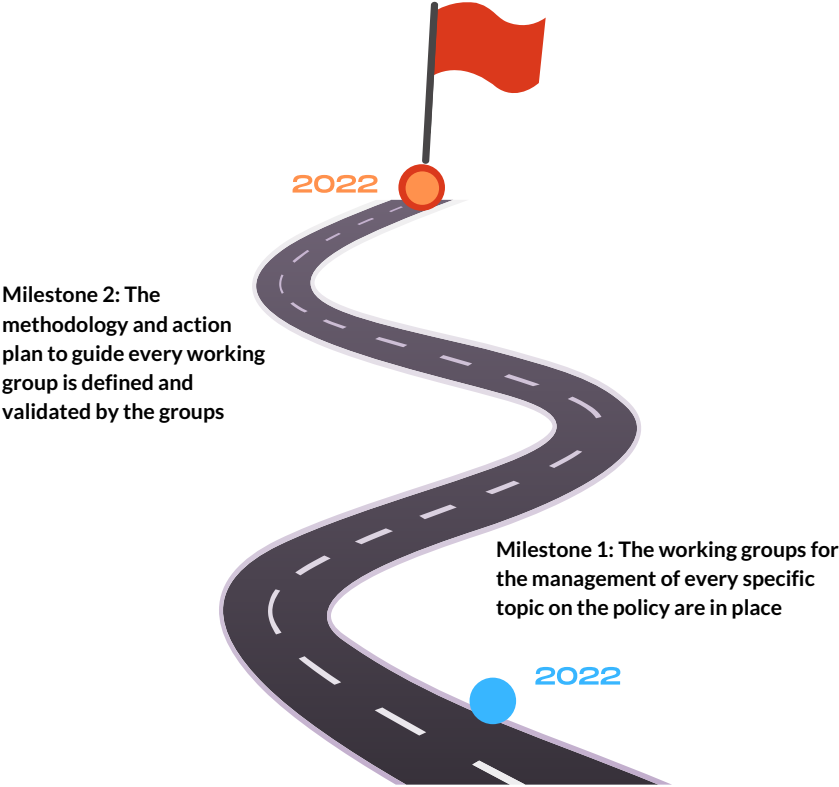
Key milestones and actions needed

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



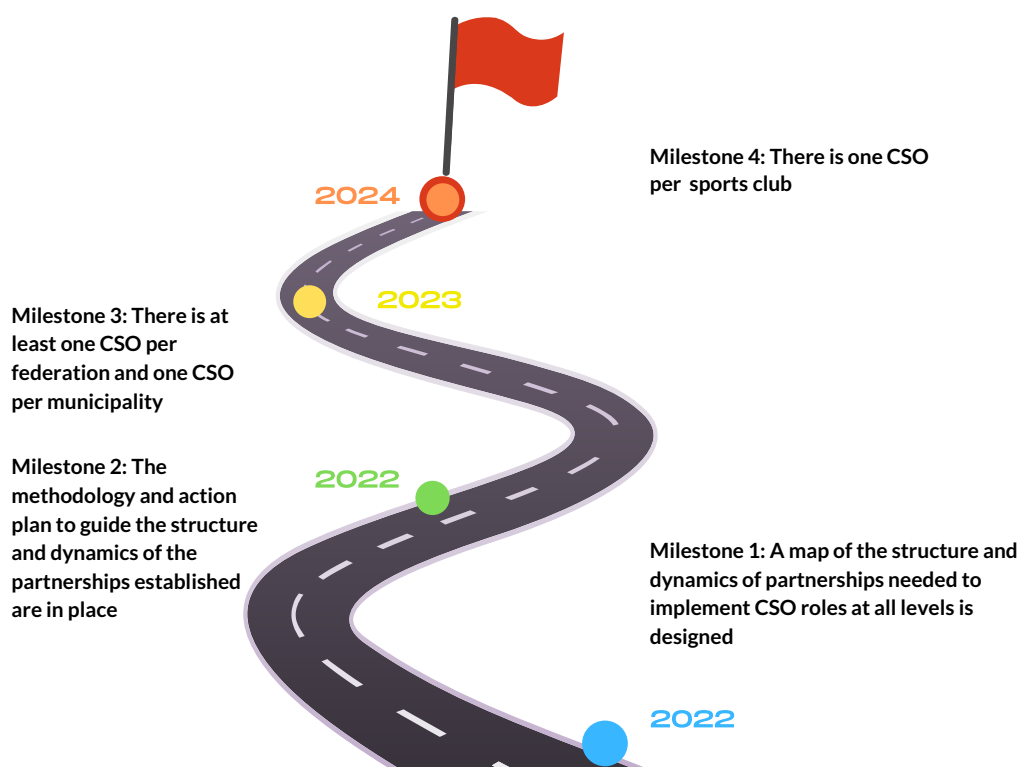
Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
2.1.1. The steering committee of the National Policy Framework is defined and established	2.1.1.1. The main areas involved in safeguarding children are identified				
	2.1.1.2. The main organisations for each area are identified				
	2.1.1.3. The organisations are contacted and invited to become part of the steering committee				
	2.1.1.4. The final list of organisations in the steering committee is drawn up				
2.1.2. The steering committee of the National Policy Framework terms of reference are formalised	2.1.2.1. The partnerships with the organisations are formalised and a representative (at least one) of each organisation is designated				
	2.1.2.2. The role of the invited organisations is explained				

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



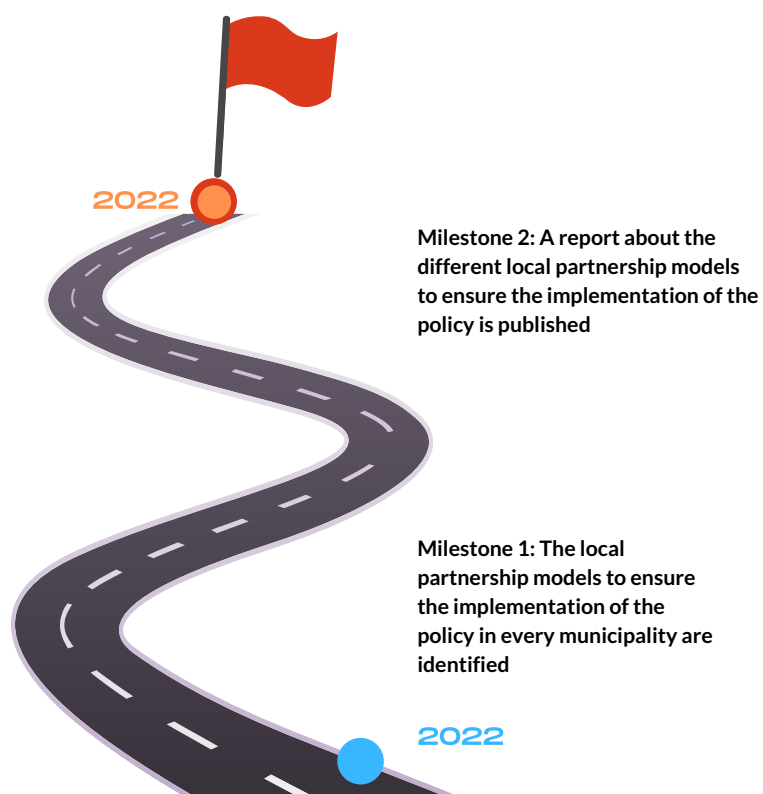
Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
2.2.1. The working groups for the management of every specific topic on the policy are in place	2.2.1.1. The different sectors to work on are defined				
	2.2.1.2. The potential organisations from each sector are identified				
	2.2.1.3. The working groups are defined				
2.2.2. The methodology and action plan to guide every working group is defined and validated by the groups	2.2.2.1. The methodology and action plan are drafted				
	2.2.2.2. The draft is presented to the working groups and discussed				
	2.2.2.3. The final draft is approved and validated by the working groups				

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



Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
2.3.1. A map of the structure and dynamics of partnerships needed to implement CSO roles at all levels is designed	2.3.1.1. The main organisations of each level are identified		■		
	2.3.1.2. The key partnerships are identified in different levels		■		
2.3.2. The methodology and action plan to guide the structure and dynamics of the partnerships established are in place	2.3.2.1. The role of each organisation within the partnerships is defined		■		
	2.3.2.2. The methodology and action plan to guide the partnerships' development are designed and discussed		■		
	2.3.2.3. The methodology and action plan to guide the partnerships' development are defined		■		
2.3.3. There is at least one CSO per federation and one CSO per municipality	2.3.3.1. The federations and municipalities are listed		■	■	
	2.3.3.2. Every federation and municipality identifies a representative to be trained		■	■	
	2.3.3.3. Potential CSO representatives in federations and municipalities receive training		■	■	
2.3.4. There is one CSO per sports club	2.3.4.1. The sports clubs within each municipality are identified				■
	2.3.4.2. Each sports club is invited to designate a potential CSO in their team				■
	2.3.4.3. Potential CSOs in clubs receive core training for their role				■

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



Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
2.4.1. The local partnership models to ensure the implementation of the policy in every municipality are identified	2.4.1.1. Different ways of developing local partnerships are identified (based on the type of organisations existing in different contexts)				
	2.4.1.2. Local partnership models are described				
2.4.2. A report about the different local partnership models to ensure the implementation of the policy is published	2.4.2.1. Data about the local partnership models in every municipality is collected and analysed				
	2.4.2.2. The different partnership models developed by every municipality are identified and listed				

Potential obstacles

Milestone	Potential obstacles and solution
2.2.1. The working groups for the management of every specific topic in the policy are defined	<p>Lack of time of human resources can block project developments.</p> <p>Solution 1: The organisations involved in the working groups establish an agreement with the Sport Public government body to guarantee that their human resources have time to work on policy development.</p> <p>Solution 2: The working groups can be “consulting groups” regarding each of the topics that are developed by the policy co-ordination.</p>
2.3.3. There is at least one CSO per federation and one CSO per municipality	<p>There are 308 municipalities. It may be hard to have one CSO per municipality.</p> <p>Solution 1: Define a set of representative municipalities (where most local clubs are located) to guarantee the existence of one local CSO in an initial phase.</p>
2.3.4. There is one CSO per sports club	<p>It may be hard to get one CSO in every local club.</p> <p>Solution 1: Guarantee that every sports club has a CSO nearby and is aware of it.</p>
2.4.1. The local partnership models to ensure the implementation of the policy in every municipality are identified	<p>Following the previous obstacle, it may be hard to precisely identify all municipalities’ resources and intervention models.</p> <p>Solution 1: Define a set of representative municipalities (where the majority of local clubs are located).</p> <p>Solution 2: Use different sources to get the information (sports dept. of every municipality, sports clubs, local child protection commissions, etc.).</p>

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

Aims and priorities

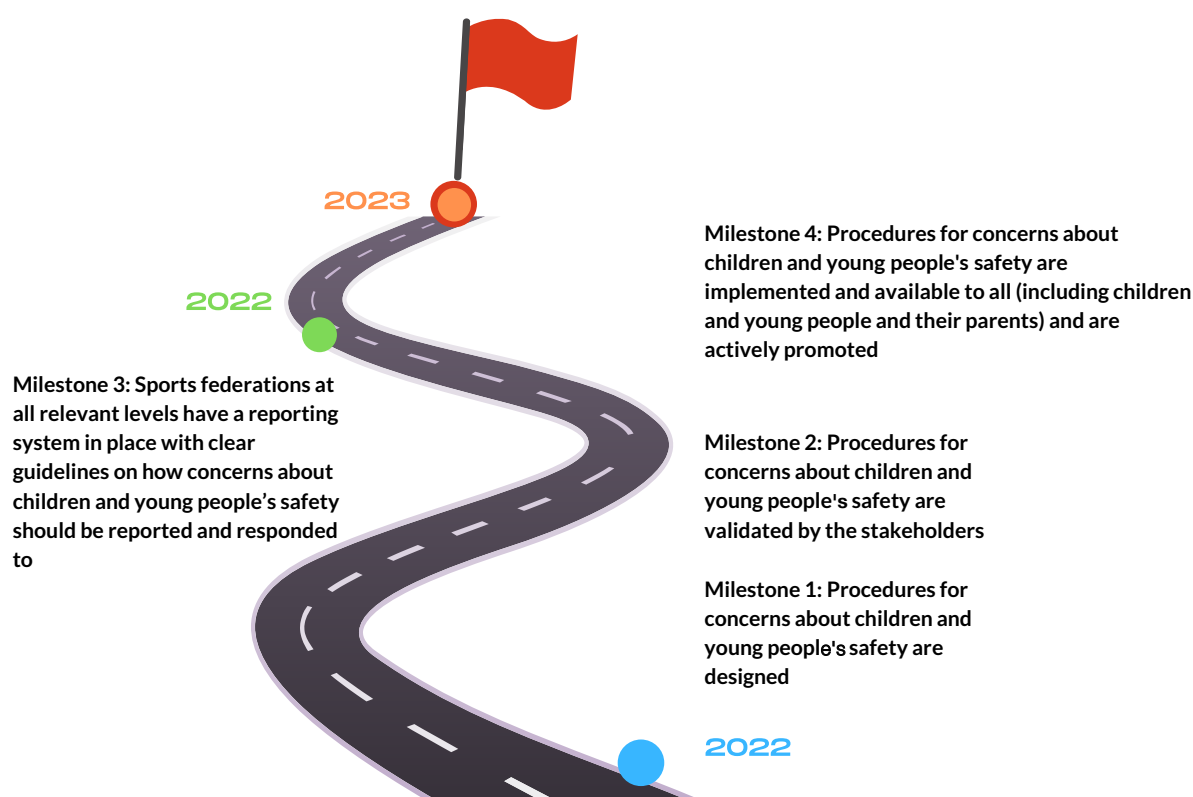
- 3.1 Procedures to provide step-by-step guidance on what action to take if there are concerns about children and young people’s safety are in place
- 3.2 The sport sector is aware of the existing helpline for victim support and the helpline is working alongside the national framework for safeguarding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

Stakeholders to be involved and their role and responsibilities

Stakeholders	Role and responsibilities in the achievement of the goals
Secretary of State for Youth and Sport	Design of procedures for managing concerns about children and young people's safety. Validation of the inclusion of a criterion for sport federations to receive public funding.
Portuguese Institute of Sport and Youth	Design of procedures for managing concerns about children and young people's safety. Design the case reporting and case management system. Support federations in creating their reporting system. Dissemination of the helpline. Proposal for the inclusion of a criterion for sport federations to receive public funding.
National Commission for the Promotion of the Rights and Protection of Children and Youth	Design of procedures for responding to concerns about children and young people's safety. Design the case reporting and case management system. Dissemination of the helpline.
Portuguese Olympic Committee	Support federations in creating their reporting systems. Dissemination of the helpline information.
Portuguese Paralympic Committee	Support federations in creating their reporting systems. Dissemination of the helpline information.
Portuguese Confederation of Sports	Support federations in creating their reporting systems. Dissemination of the helpline information.
Portuguese Football Federation	Design of procedures for responding to concerns about children and young people's safety. Design the case reporting and case management system. Support other federations in creating their reporting systems. Dissemination of the helpline information.
Portuguese Gymnastics Federation	Design of procedures for handling concerns about children and young people's safety. Design the case reporting and case management system. Support federations in creating their reporting systems. Dissemination of the helpline information.
Portuguese Association for Victim Support	Design of procedures for concerns about children and young people's safety. Design the case reporting and case management system. Share the helpline and adapt its use to the sports sector. Dissemination of the helpline information.
ISCTE – University Institute	Design of procedures for responding to concerns about children and young people's safety. Design the case reporting and case management system.

Key milestones and actions needed

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



Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
3.1.1. Procedures for concerns about children and young people's safety are designed	3.1.1.1. International best practices are identified		█		
	3.1.1.2. Children and young people's views on the procedures for concerns are collected		█		
	3.1.1.3. International best practices and children and young people's views are analysed		█		
	3.1.1.4. New and culturally adapted procedures are designed in line with existing best practices and children's views		█		
3.1.2. Procedures for concerns about children and young people's safety are validated by the stakeholders	3.1.2.1. Procedures designed are presented to the stakeholders (including families, children and young people)		█		
	3.1.2.2. Procedures are analysed and discussed by stakeholders		█		
	3.1.2.3. Procedures are reviewed		█		

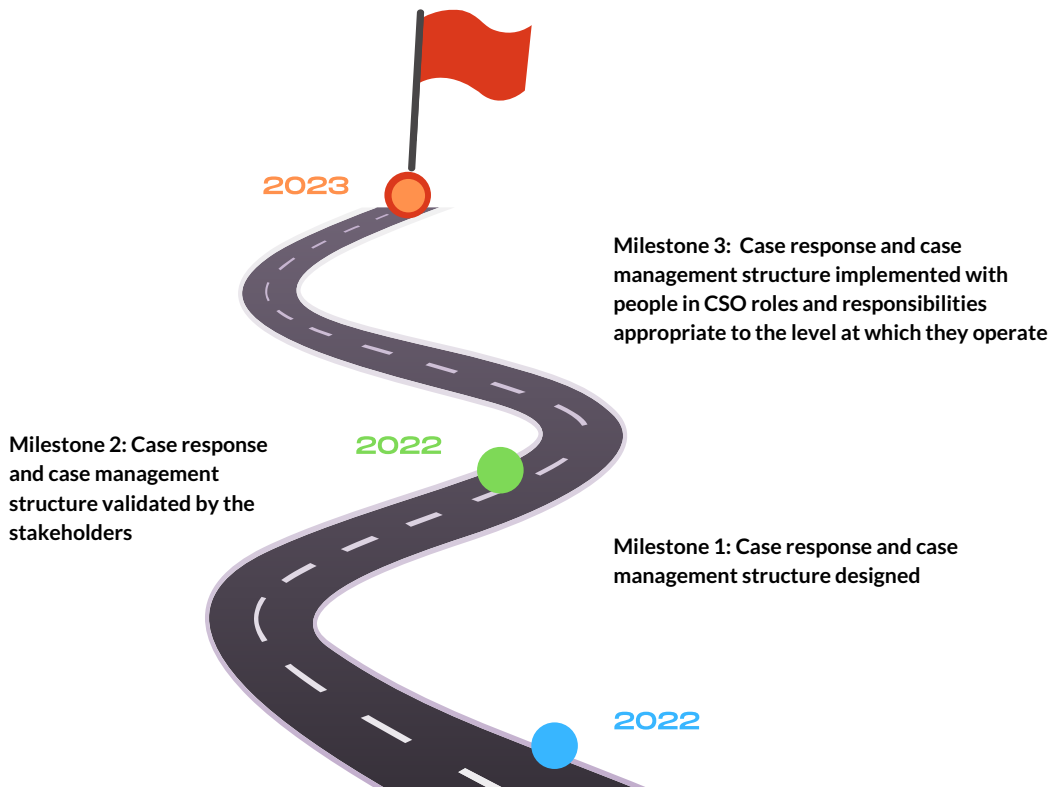
3.1.3. Sports federations at all relevant levels have a reporting system in place with clear guidelines on how concerns about children and young people's safety should be reported and responded to	3.1.3.1. Procedures are presented to sport federations				
	3.1.3.2. Federations design a reporting system				
	3.1.3.3. Federations' reporting system is discussed and validated				
3.1.4. Procedures for concerns about children and young people's safety are implemented and available to all (including children and young people and their parents) and are actively promoted	3.1.4.1. Reporting systems and safeguarding policies are in place and promoted by sport federations				
	3.1.4.2. Sports clubs adopt and implement internal reporting procedures				

Aim 3.2. 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



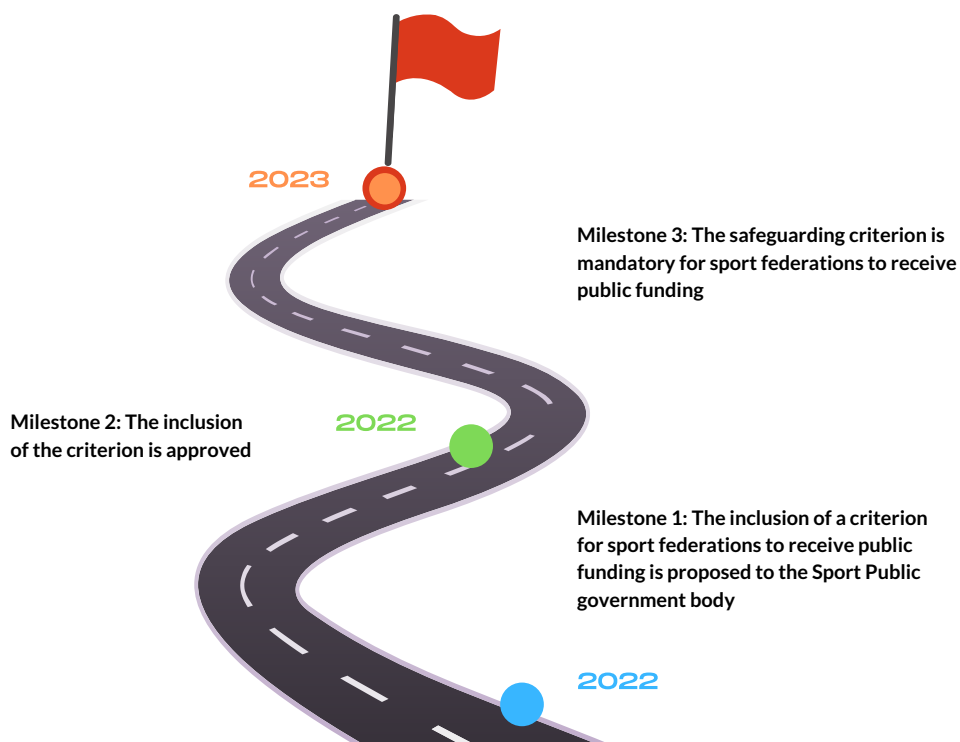
Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
3.2.1. The helpline for victim support is chosen, involved in the policy and prepared to report concerns about children and young people's safety in sport	3.2.1.1. National helplines for victim support are identified and listed				
	3.2.1.2. The helpline for victim support to be included in the action plan is chosen				
	3.2.1.3. A partnership is established with the organisation responsible for the helpline for victim support				
	3.2.1.4. Staff of the organisation who work on the helpline receive training on the specific features of safeguarding in sport				
3.2.2. National Sport umbrella organisations and all sport organisations are informed about the existing helpline for victim support and its arrangements	3.2.2.1. The umbrella organisations are informed about the existence of the helpline for victim support				
	3.2.2.2. The umbrella organisations are asked to raise awareness and promote the use of the helpline for victim support within their member organisations				
3.2.3. Information about the existing helpline is available to all people (including children and young people and their parents) and is actively promoted	3.2.3.1. The helpline is established and available to all				
	3.2.3.2. Umbrella organisations and all sport organisations promote awareness about the existence of the helpline for victim support				

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



Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
3.3.1. Case response and case management structure designed	3.3.1.1. Children and young people's views on the case response and case management structure are collected				
	3.3.1.2. Case response and case management structure designed				
	3.3.1.3. Case response and case management structure delivered to the steering committee for discussion				
	3.3.1.4. Case response and case management structure final version validated				
3.3.2. Case response and case management structure validated by the stakeholders	3.3.2.1. Case response and case management structure delivered to the stakeholders for discussion				
	3.3.2.2. Case response and case management structure final version validated				
3.3.3. Case response and case management structure implemented with people in CSO roles and responsibilities appropriate to the level at which they operate	3.3.3.1. Key organisations at each level have a CSO				
	3.3.3.2. CSOs in each key organisation contribute to developing case response and case management structure				
	3.3.3.3. Case response and case management structure monitored				

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



Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
3.4.1. The inclusion of a criterion for sport federations to receive public funding is proposed to the Sport Public government body	3.4.1.1. A report justifying the inclusion of the criterion is designed				
	3.4.1.2. A report justifying the inclusion of the criterion is discussed with stakeholders and validated				
3.4.2. The inclusion of the criterion is approved	3.4.2.1. The criterion is presented to the governmental organisations responsible for funding sport federations				
	3.4.2.2. Governmental organisations responsible for funding sport federations discuss the criterion				
	3.4.2.3. The criterion is approved				
3.4.3. The safeguarding criterion is mandatory for sport federations to receive public funding	3.4.3.1. The funding rules are changed (inclusion of the new criterion)				
	3.4.3.2. Sport federations are informed about the new criterion for public funding grant				

Potential obstacles

Milestone	Potential obstacles and solution
3.1.3. Sports federations at all relevant levels have a reporting system in place with clear guidelines on how concerns about children and young people's safety should be reported and responded to	<p>There are many federations, which makes it hard to establish the reporting system for all at the same time.</p> <p>Solution 1: Define levels of implementation: first for Football and Gymnastics, second for the other 10 federations which have a wider involvement or high participation level of children and young people, third for all other federations.</p>
3.2.3. Information about the existing helpline is available to all people (including children and young people and their parents) and is actively promoted	<p>The information does not reach everyone.</p> <p>Solution 1: Use the maximum variety of communication channels possible (also through schools and parents' associations).</p>
3.4.3. A safeguarding criterion is mandatory for sport federations to receive public funding	<p>The criterion can only be met after certain requirements are fulfilled (e.g. having a CSO, a reporting system, etc.)</p>

BUILDING BLOCK 4: ADVICE AND SUPPORT

Responding to cases of 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 carers about their rights and about what they should expect from the organisation should be provided in appropriate formats on joining. Many survivors of abuse report that they did not understand their rights or know what acceptable behaviour in the sport context was. If a child or parent raises concerns these must be treated seriously and information must be provided to them on both sources of help, inside and outside the sport, and what process will be followed when the concern is assessed or investigated. For bystanders, coaches, volunteers and other affected persons, advice and support must also be signposted. Where a person is accused of abusing and causing harm to a child they must also be provided with information about their rights and the concerns addressed in a fair and transparent process. People with specific roles in responding to and managing cases need access to professional support and supervision, particularly child safeguarding officers operating at higher levels (e.g. national or event safeguarding officers).

Aims and priorities

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

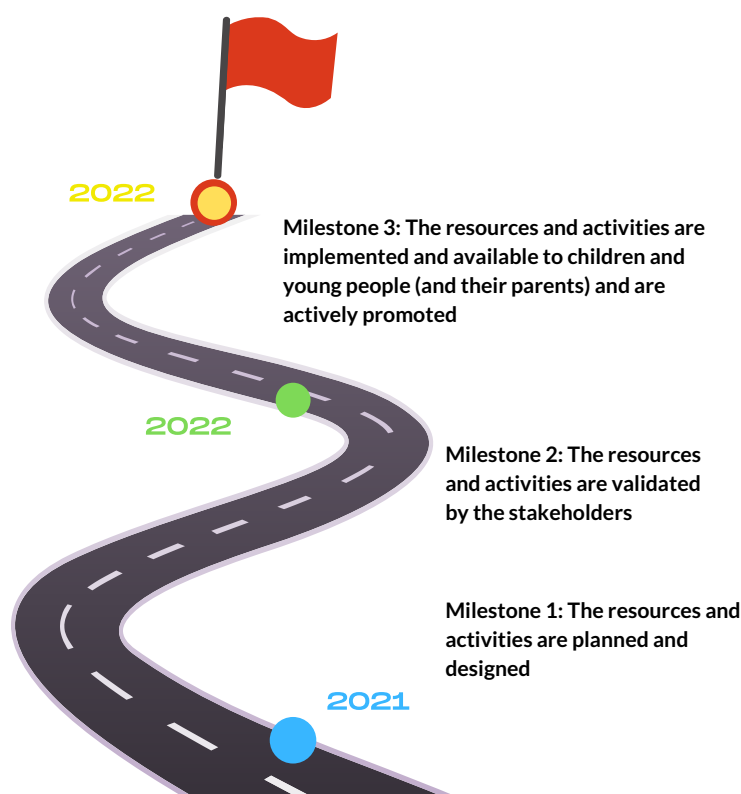
Stakeholders to be involved and their role and responsibilities

Stakeholders	Role and responsibilities in the achievement of the goals
Portuguese Institute of Sport and Youth	<p>Plan resources and activities.</p> <p>Design information about supervision and support for children, parents, staff and volunteers during and following an incident or allegation.</p> <p>Identify the needs of CSOs at all levels.</p> <p>Design the system and resources for specialist advice, support and information for CSOs at all levels and other people with responsibilities for safeguarding children and young people.</p>
National Commission for the Promotion of the Rights and Protection of Children and Youth	<p>Plan resources and activities.</p> <p>Design information about supervision and support for children, parents, staff and volunteers during and following an incident or allegation.</p> <p>Identify the needs of CSOs at all levels.</p> <p>Design the system and resources for specialist advice, support and information for CSOs at all levels and other people with responsibilities for safeguarding children and young people.</p>
Portuguese Olympic Committee	Disseminate resources and activities.
Portuguese Paralympic Committee	Disseminate resources and activities.
Portuguese Confederation of Sports	Disseminate resources and activities.
Portuguese Football Federation	Disseminate resources and activities.

Portuguese Gymnastics Federation	Disseminate resources and activities.
Portuguese Association for Victim Support	Design information about supervision and support for children, parents, staff and volunteers during and following an incident or allegation. Design the system and resources for specialist advice, support and information for CSOs at all levels and other people with responsibilities for safeguarding children and young people.
ISCTE – University Institute	Design information about supervision and support for children, parents, staff and volunteers during and following an incident or allegation. Design the system and resources for specialist advice, support and information for CSOs at all levels and other people with responsibilities for safeguarding children and young people.

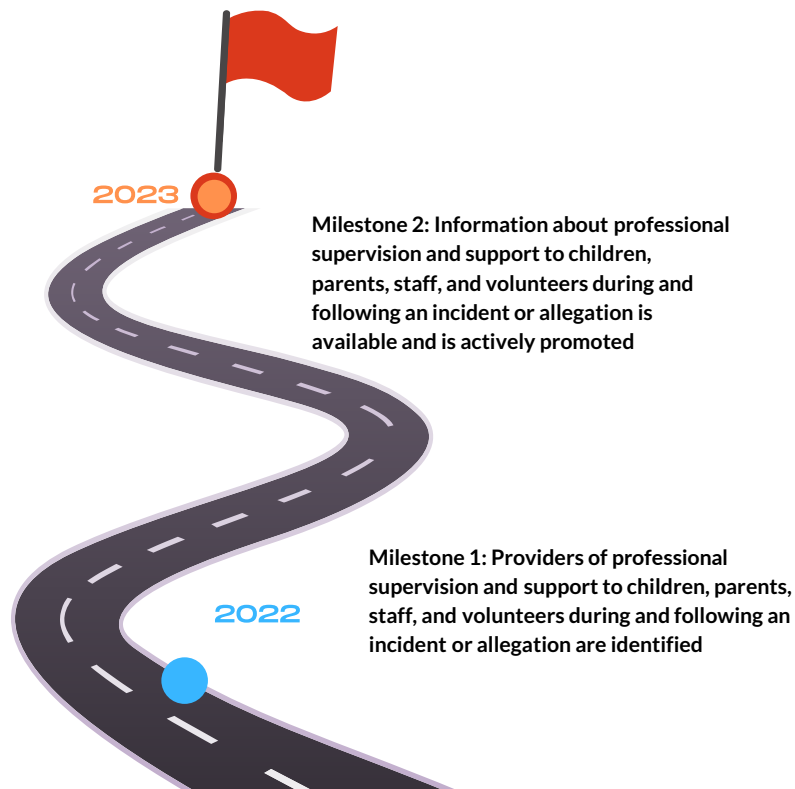
Key milestones and actions needed

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



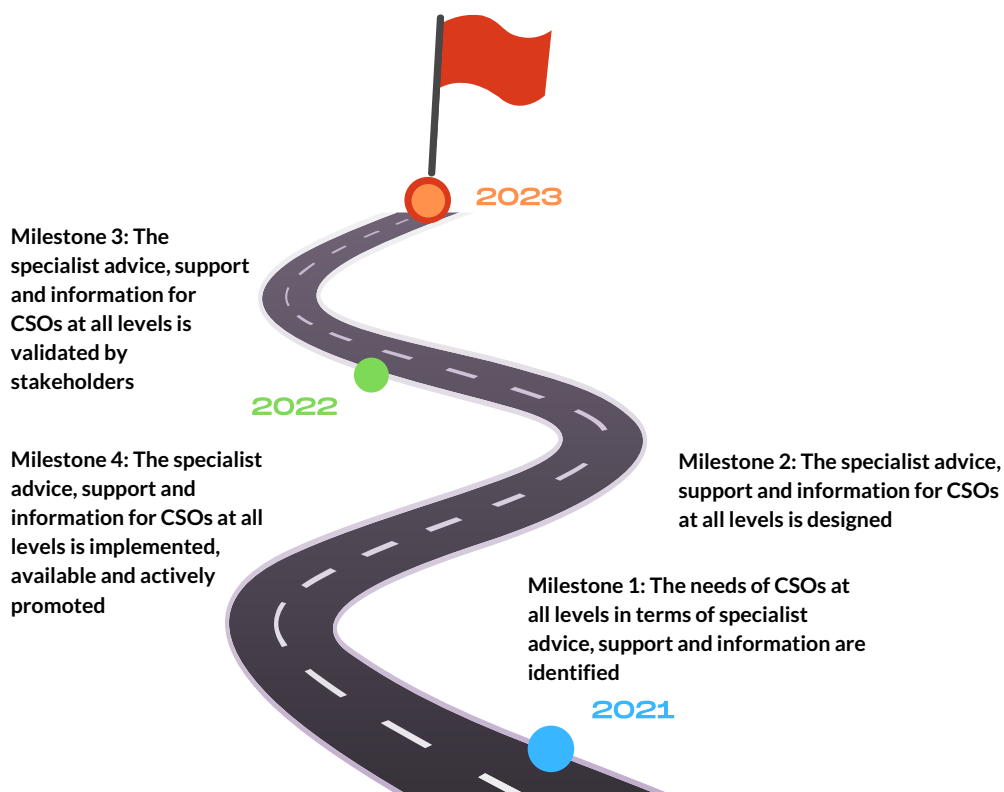
Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
4.1.1. The resources and activities are planned and designed	4.1.1.1. A list of resources and activities is made (with the participation of children and young people)				
	4.1.1.2. Resources and activities listed are designed (with the participation of children and young people)				
	4.1.1.3. The completion of the resources and activities is scheduled and planned				
4.1.2. The resources and activities are validated by the stakeholders	4.1.2.1. The resources and activities listed are discussed by the stakeholders (including families, children and young people)				
	4.1.2.2. The schedule for the completion of resources and activities is discussed by the stakeholders				
4.1.3. The resources and activities are implemented and available to children and young people (and their parents) and are actively promoted	4.1.3.1. The resources and activities are presented				
	4.1.3.2. The resources and activities are made public and available to all				

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



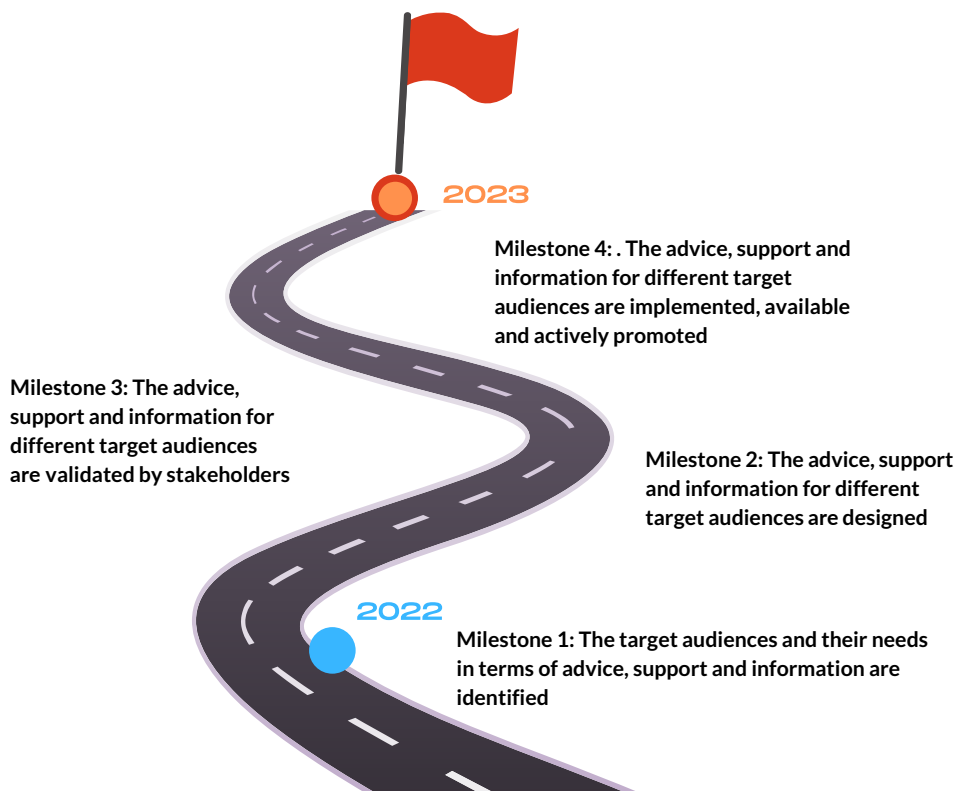
Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
4.2.1. Providers of professional supervision to staff and volunteers and of support/advice to children and parents during and following an incident or allegation are identified	4.2.1.1. The organisations involved in case management are identified				
	4.2.1.2. Possible providers of professional supervision to staff and volunteers, and support/advice to children and parents, during and following an incident or allegation within sport organisations, are listed and available to all				
4.2.2. Information about professional supervision to staff and volunteers and of support/advice to children and parents, during and following an incident or allegation, is available and is actively promoted	4.2.2.1. Information about professional supervision and support/advice is designed (including families, children and young people)				
	4.2.2.2. Information about professional supervision and support/advice is discussed (including families, children and young people)				
	4.2.2.3. Information about professional supervision and support/advice is validated				

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



Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
4.3.1. The needs of CSOs at all levels in terms of specialist advice, support and information are identified	4.3.1.1. The needs of CSOs at all levels in terms of specialist advice, support and information are researched				
	4.3.1.2. The needs of CSOs at all levels in terms of specialist advice, support and information are listed and identified				
4.3.2. The specialist advice, support and information for CSOs at all levels is designed	4.3.2.1. The specialist advice, support and information for CSOs is drafted				
	4.3.2.2. The specialist advice, support and information for CSOs is discussed internally				
4.3.3. The specialist advice, support and information for CSOs at all levels is validated by stakeholders	4.3.3.1. The specialist advice, support and information for CSOs is presented to stakeholders				
	4.3.3.2. The specialist advice, support and information for CSOs is discussed with stakeholders				
4.3.4. The specialist advice, support and information for CSOs at all levels is implemented, available and actively promoted	4.3.4.1. The resources needed and the ways specialist advice and support are provided are identified				
	4.3.4.2. The resources needed and the ways specialist advice and support are provided are discussed, improved and validated				

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



Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
4.4.1. The target audiences and their needs in terms of advice, support and information are identified	4.4.1.1. The target audiences are listed				
	4.4.1.2. The needs of the target audiences are analysed and discussed				
4.4.2. The advice, support and information for different target audiences are designed	4.4.2.1. The target audiences are divided into groups				
	4.4.2.2. The needs of each group are listed and discussed				
4.4.3. The advice, support and information for different target audiences are validated by stakeholders	4.4.3.1. The groups of target audiences are discussed				
	4.4.3.2. The advice, support and information scheme are discussed				
4.4.4. The advice, support and information for different target audiences are implemented, available and actively promoted	4.4.4.1. The advice, support and information scheme are made public and available				
	4.4.4.2. The advice, support and information scheme are implemented				

Potential obstacles

Milestone	Potential obstacles and solution
4.2.1. Providers of supervision and support to children, parents, staff and volunteers during and following an incident or allegation are identified	<p>Difficulty in finding possible providers</p> <p>Solution 1: Define levels of implementation: first for Football and Gymnastics, second for the other 10 federations with a wider involvement of children and youth, third for all other federations.</p>
4.3.4. The specialist advice, support and information for CSOs at all levels are implemented, available and actively promoted	<p>Too many sport federations and too many sport clubs may crash the system.</p> <p>Solution 1: Define levels of implementation: first for Football and Gymnastics, second for the other 10 federations which have a wider involvement or high participation level of children and young people, third for all other federations.</p>
4.4.4. The advice, support and information for different target audiences are implemented, available and actively promoted	<p>Target audiences are too wide.</p> <p>Solution 1: Define priorities.</p>

BUILDING BLOCK 5: EDUCATION AND TRAINING FRAMEWORK

The development of a national system for safeguarding education and training is essential and needs resource prioritisation. Everyone in sport has a role to play – whether they are volunteers, official administrators, coaches or paid staff. Everyone needs to be familiar with their organisation’s policies and procedures and with what to do if a concern is raised with them. People with significant contact with children need safeguarding training to be a core part of their professional training. Those with specialist roles, such as Child Safeguarding Officers, need a higher level of training to ensure they have the right skills, knowledge and competencies to fulfil their roles and responsibilities. Senior administrators, executive and non-executive board members also need to understand their responsibilities, as safeguarding is a key part of good governance and overall ethics and integrity management.

Aims and priorities

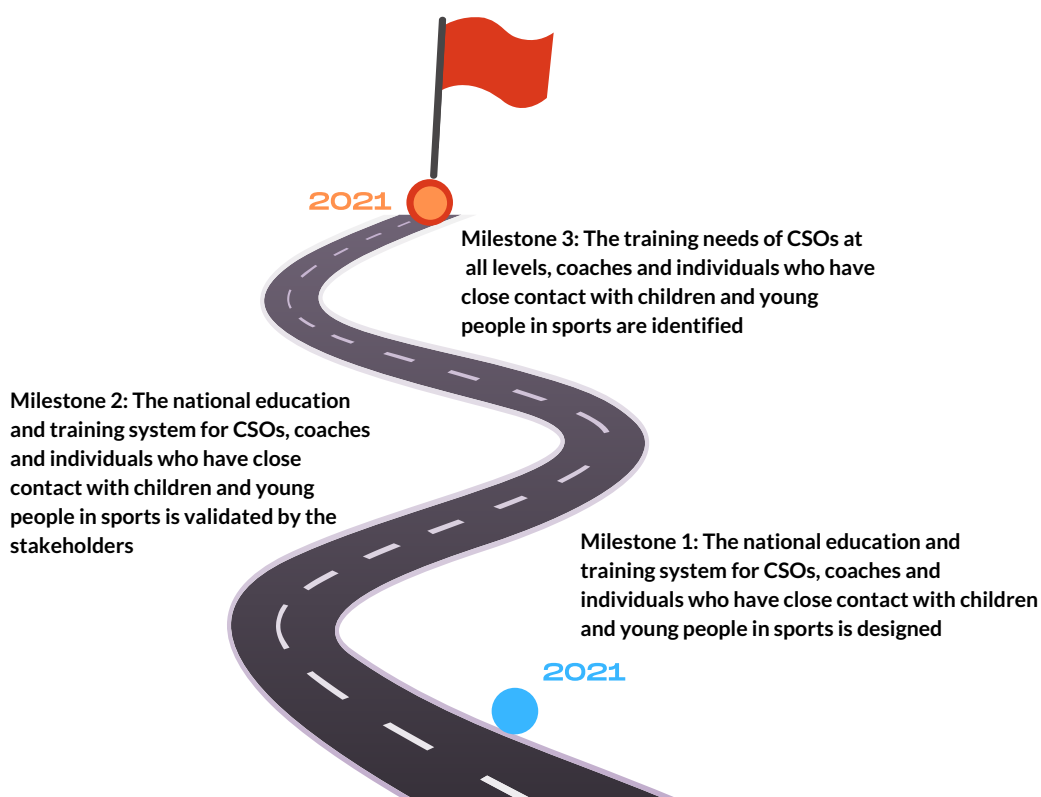
- 5.1. A national child safeguarding education and training framework for everyone is in place
- 5.2. CSOs’ occupational standards are defined and in place for every setting and level
- 5.3. CSOs’ training standards are defined and developed
- 5.4. A training delivery model is established

Stakeholders to be involved and their role and responsibilities

Stakeholders	Role and responsibilities in the achievement of the goals
Portuguese Institute of Sport and Youth	Design the national education and training system. Identify the functional map (necessary functions to fulfil the key purpose) and define CSOs’ occupational levels Design CSOs’ occupational standards and training standards, the syllabus and training resources for the training courses. Train the trainers.
National Commission for the Promotion of the Rights and Protection of Children and Youth	Design the national education and training system. Design CSOs’ occupational standards and training standards, the syllabus and training resources for the training courses. Train the trainers.
Portuguese Olympic Committee	Design the national education and training system. Design CSOs’ occupational standards and training standards, the syllabus and training resources for the training courses. Train the trainers. Provide training.
Portuguese Paralympic Committee	Design the national education and training system. Train the trainers. Provide training.
Portuguese Confederation of Sports	Design the national education and training system. Design CSOs’ occupational standards and training standards, the syllabus and training resources for the training courses. Train the trainers. Provide training.
Portuguese Football Federation	Provide training.
Portuguese Gymnastics Federation	Provide training.
Portuguese Association for Victim Support	Design CSOs’ occupational standards and training standards, the syllabus and training resources for the training courses. Train the trainers.
ISCTE – University Institute	Design CSOs’ occupational standards and training standards, the syllabus and training resources for the training courses. Train the trainers.

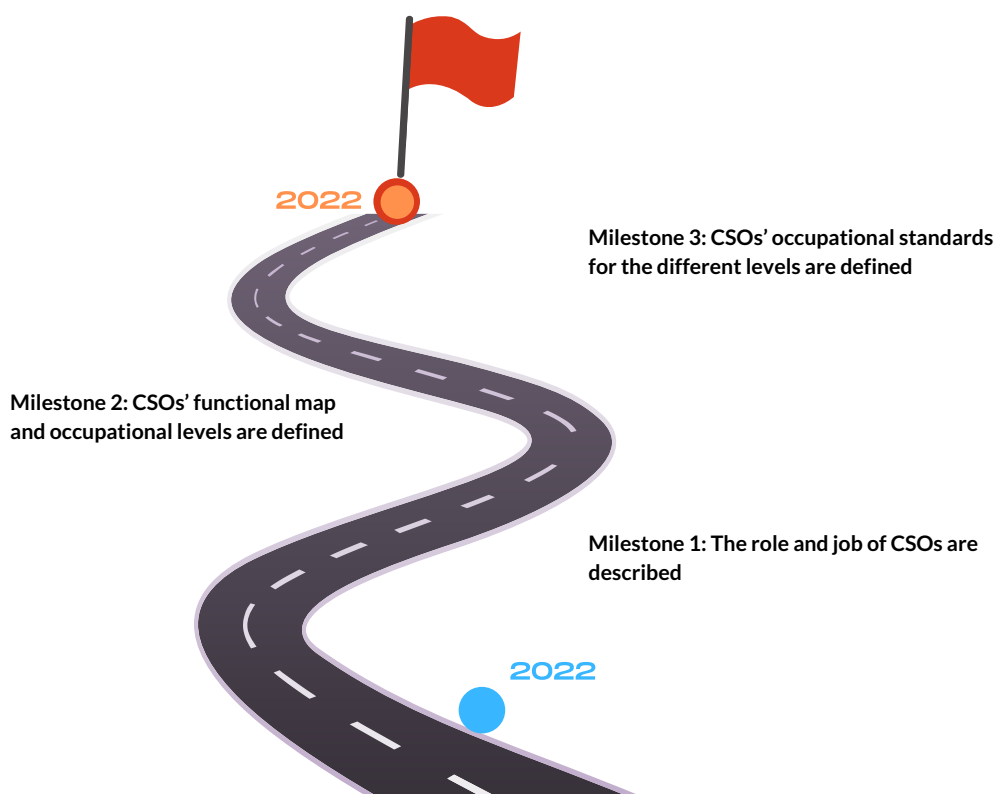
Key milestones and actions needed

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



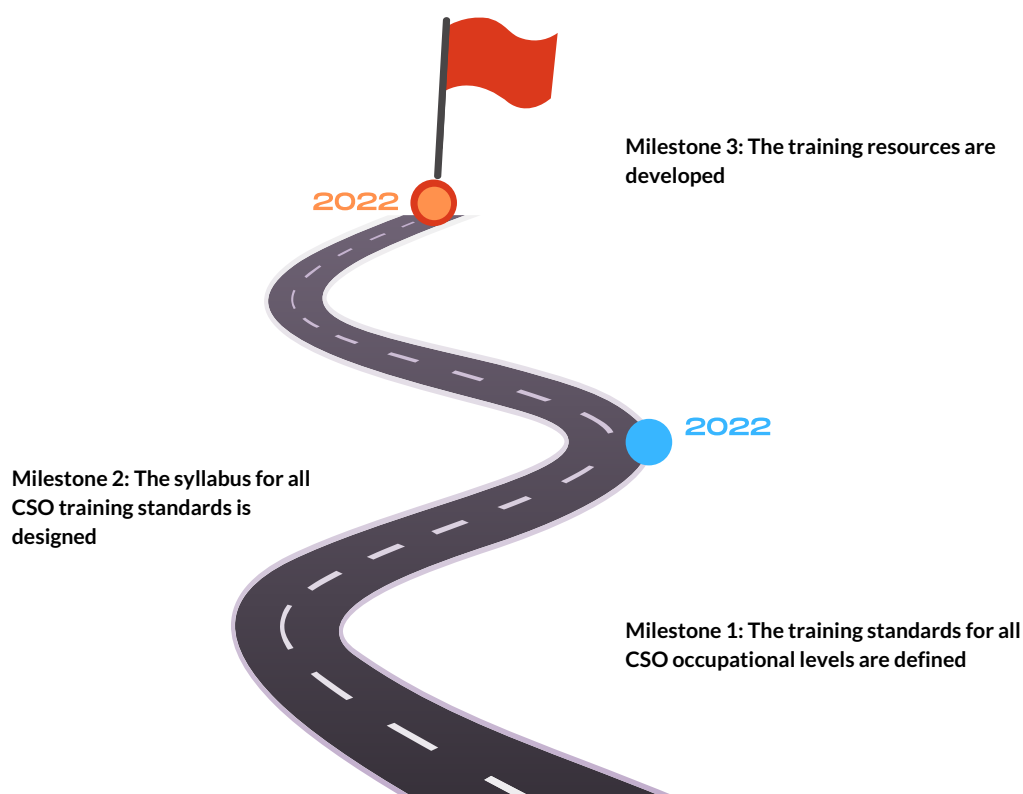
Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
5.1.1. The national education and training system for CSOs, coaches and individuals who have close contact with children and young people in sports is designed	5.1.1.1. The existing education and training systems and courses are listed and ranked				
	5.1.1.2. The national education and training systems and courses are drafted				
5.1.2. The national education and training system for CSOs, coaches and individuals who have close contact with children and young people in sports is validated by the stakeholders	5.1.2.1. The national education and training systems and courses are discussed				
	5.1.2.2. The national education and training systems and courses are reviewed				
5.1.3. The training needs of CSOs at all levels, coaches and individuals who have close contact with children and young people in sports are identified	5.1.3.1. The training needs are collected and listed				
	5.1.3.2. The training needs of CSOs at all levels are analysed and discussed				

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



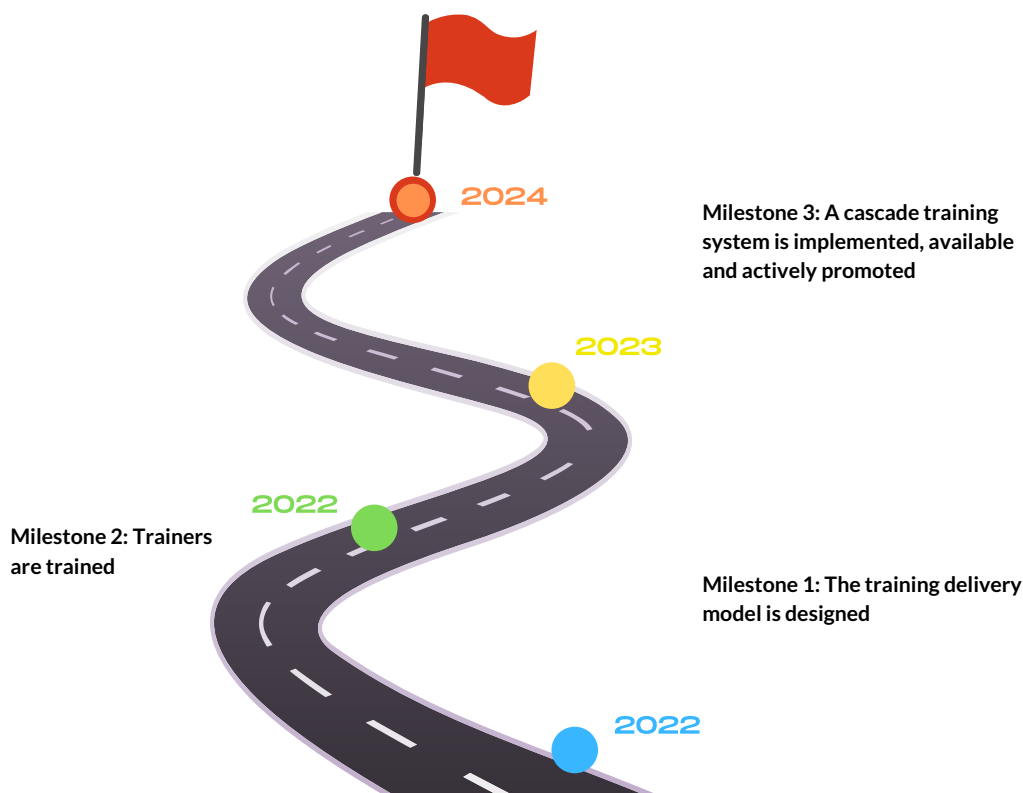
Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
5.2.1. The role and job of CSOs are described	5.2.1.1. International descriptions of the role and responsibilities of CSOs are collected and listed				
	5.2.1.2. International descriptions of the role and responsibilities of CSOs are discussed and analysed (including the participation of families, children and young people)				
5.2.2. CSOs' functional map and occupational levels are defined	5.2.2.1. The necessary functions to fulfil the key purposes of CSOs are collected and listed				
	5.2.2.2. CSOs' functional map and occupational levels are discussed and analysed (including the participation of families, children and young people)				
	5.2.2.3. CSOs' functional map and occupational levels are drafted				
5.2.3. CSOs' occupational standards for the different levels are defined	5.2.3.1. CSOs' occupational standards for the different levels are listed (including the participation of families, children and young people)				
	5.2.3.2. CSOs' occupational standards for the different levels are discussed and analysed				

Aim 5.3. CSOs' training standards for all occupational levels are defined and developed



Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
5.3.1. The training standards for all CSO occupational levels are defined	5.3.1.1. The learning outcomes for all occupational levels are listed				
	5.3.1.2. The learning outcomes for all occupational levels are discussed				
	5.3.1.3. The learning outcomes for all occupational levels are drafted				
5.3.2. The syllabus for all CSO training standards is designed	5.3.2.1. The syllabus is drafted				
	5.3.2.2. The syllabus is discussed				
	5.3.2.3. The learning outcomes of the education and training units are listed				
	5.3.2.4. The learning outcomes of the education and training units are discussed				
5.3.3. The training resources are developed	5.3.3.1. The drafts of the training resources for the courses are developed				
	5.3.3.2. The drafts of the training resources are discussed and analysed				
	5.3.3.3. The drafts of the training resources are approved				

Aim 5.4. A training delivery model is established



Key milestones	Actions needed	Timeline			
		2021	2022	2023	2024
5.4.1. The training delivery model is designed	5.4.1.1. Training delivery options, partners and approaches are identified				
	5.4.1.2. Training delivery options, partners and approaches are discussed and analysed				
	5.4.1.3. Training delivery options, partners and approaches are defined				
	5.4.1.4. Arrangements are put in place to design and implement the training delivery model chosen				
5.4.2. Trainers are trained	5.4.2.1. Trainers are invited to participate				
	5.4.2.2. The trainers are informed about the policy and their/participation in the courses				
	5.4.2.3. The trainers are approved after completion of the courses (comply with minimum standards)				
5.4.3. A cascade training system is implemented, available and actively promoted	5.4.3.1. An initial set of 12 federations is trained				
	5.4.3.2. A second set with all the other federations is trained				
	5.4.3.3. A cascade training system is made available				

Potential obstacles

Milestone	Potential obstacles and solution
5.4.2. Trainers are trained	<p>Too many sport federations and too many municipalities make the task hard.</p> <p>Solution 1: Define levels of train-the-trainers implementation: first for Football and Gymnastics, second for the other 10 federations which have a wider involvement or high participation level of children and young people, third for all other federations, and define a set of representative municipalities (with the biggest share of local clubs).</p>

Additional building blocks

Although the CSiS project does not elaborate on BUILDING BLOCKS 6-9, Portugal's core group has begun to identify what it considers is necessary for the next few years. This will need further discussion and decisions by the Steering Committee.

BUILDING BLOCK 6: MINIMUM OPERATING STANDARDS/QUALITY ASSURANCE FRAMEWORK

Expectations

- ▶ We recommend the development of a national set of minimum operating standards for safe-guarding and protecting children in and through sport. These should be mandatory. Meeting, maintaining and embedding them should be a condition of funding – as a minimum for sports receiving state funding. The development of the standards should build on existing globally tested standards and be developed in partnership with Portuguese sports bodies.
- ▶ The steering committee should make recommendations about the process to develop the standards in consultation with child protection/safeguarding experts and identified key stakeholders.
- ▶ There should be independence in the evaluation process against the standards.

Aims and priorities

6.1. Risk-assessment guidelines/protocols are available and conducted for activities, transport, accommodation and sport venues/spaces

6.2. A self-assessment tool is available to every sport organisation

6.3. Quality control and quality assurance plans and processes are in place

Key milestones

Aim 6.1. Risk-assessment guidelines/protocols are available and conducted for activities, transport, accommodation and spaces

Key milestones	Timeline			
	2021	2022	2023	2024
6.1.1. Benchmarking of other guidelines/protocols is performed				
6.1.2. Child safeguarding guidelines/protocols aimed at different sport environments are designed				
6.1.3. Child safeguarding guidelines/protocols aimed at different sport environments are implemented, available and actively promoted				

Aim 6.2. A self-assessment tool is available to every sport organisation

Key milestones	Timeline			
	2021	2022	2023	2024
6.2.1. Benchmarking of self-assessment tools for sport organisations is performed				
6.2.2. A self-assessment tool is designed				
6.2.3. A self-assessment tool is implemented, available and actively promoted				

Aim 6.3. Quality control and quality assurance plans and processes are in place

Key milestones	Timeline			
	2021	2022	2023	2024
6.3.1. The quality control and quality assurance plans are designed				
6.3.2. The quality control and quality assurance plans are validated by all the National Policy implementation working groups				
6.3.3. The quality control and quality assurance processes are implemented				

BUILDING BLOCK 7: GUIDELINES FOR ETHICS AND BEHAVIOUR

Expectations

There should be national guidance on the development of codes of ethics and codes of behaviour/conduct. Each sport body should either adopt the national code or have its own tailored and based on it. These codes should be mandated and used as a benchmark for considering reports of poor practice or abuse.

Aims and priorities

7.1. A Code of Conduct providing guidance on appropriate/expected standards of behaviour of adults towards children and of children towards other children is available

7.2. Ethics in sport resources, including safeguarding topics are in place

Key milestones

Aim 7.1. A Code of Conduct providing guidance on appropriate/expected standards of behaviour of adults towards children and of children towards other children is available

Key milestones	Timeline			
	2021	2022	2023	2024
7.1.1. Benchmarking of other codes of conduct on safeguarding children in sport is performed				
7.1.2. The code of conduct is designed				
7.1.3. The code of conduct is implemented in sport organisations, including disciplinary measures/sanctions and is actively promoted				

Aim 7.2. Ethics in sport resources, including safeguarding topics are in place

Key milestones	Timeline			
	2021	2022	2023	2024
7.2.1. Where to include safeguarding topics is identified in the ethics in sports resources				
7.2.2. The ethics in sports resources are reviewed				
7.2.3. A new version of the ethics in sports resources is made available				

BUILDING BLOCK 8: SAFE RECRUITMENT SYSTEM

Expectations

There should be consistent guidance on and application of the requirements for criminal records in the country's sport system. This is likely to require a cross-governmental review and implementation plan. Sports can then align and implement their policy and governance requirements.

Aims and priorities (based on draft indicators proposed by SSI)

- 8.1. Criminal record and other relevant background checks are available to sports organisations for roles which involve working (paid or unpaid) with children in sport
- 8.2. National guidance on safe recruitment is available to sports bodies and sport event organisers and linked to minimum operating standards/good governance standards
- 8.3. Safe recruitment processes are in place for all sports bodies as a requirement of state/public funding (national or local)
- 8.4. Training on safe recruitment is available to those responsible for the recruitment of staff and volunteers

Key milestones

Aim 8.1. Criminal record and other relevant background checks are available to sports organisations for roles which involve working (paid or unpaid) with children in sport

Key milestones	Timeline			
	2021	2022	2023	2024
8.1.1. A mechanism for those who have regular contact with children in sport to comply with the legal obligation to submit their criminal record certificate annually is in place				
8.1.2. A national norm regulating the system of presentation (by staff) and validation (by sport organisations) of their criminal records is designed				
8.1.3. A verification system is implemented				

Aim 8.2. National guidance on safe recruitment is available to sports bodies and sport event organisers and linked to minimum operating standards/good governance standards

Key milestones	Timeline			
	2021	2022	2023	2024
8.2.1. Benchmarking of national guidance on safe recruitment is performed				
8.2.2. National guidance on safe recruitment is designed				
8.2.3. National guidance on safe recruitment is implemented, available and is actively promoted				

Aim 8.3. Safe recruitment processes are in place for all sports bodies as a requirement of state/public funding (national or local)

Key milestones	Timeline			
	2021	2022	2023	2024
8.3.1. The inclusion of a safe recruitment process in sports is designed				
8.3.2. The inclusion of a safe recruitment process in sports is approved by the Sport Public government body and disseminated through local governments				
8.3.3. The criterion of a safe recruitment process in sports is mandatory for any organisation to receive public funding at national level, at least				

Aim 8.4. Training on safe recruitment is available to those responsible for the recruitment of staff and volunteers

Key milestones	Timeline			
	2021	2022	2023	2024
8.4.1. The training on safe recruitment delivery model is designed				
8.4.2. Resources and trainers are prepared				
8.4.3. The training on safe recruitment is implemented, available and is actively promoted				

BUILDING BLOCK 9: MONITORING AND EVALUATION

Expectations

The CSIS programme will be developing a monitoring and evaluation framework. Partner countries are also encouraged to build on their existing frameworks for M&E.

Aims and priorities

- 9.1. National standards for safeguarding children in and through sport are in place
- 9.2. Independent and internal monitoring systems are in place to ensure compliance and quality assurance of safeguarding work in sport
- 9.3. Mechanisms are in place to collect national data on cases in sport and sports are able to identify trends
- 9.4. National guidance is in place, including self-audit tools

Key milestones

Aim 9.1. National standards for safeguarding children in and through sport are in place

Key milestones	Timeline			
	2021	2022	2023	2024
9.1.1. National standards are designed				
9.1.2. National standards are validated				
9.1.3. National standards are published				

Aim 9.2. Independent and internal monitoring systems are in place to ensure compliance and quality assurance of safeguarding work in sport

Key milestones	Timeline			
	2021	2022	2023	2024
9.2.1. An independent and internal monitoring plan system is designed				
9.2.2. An independent and internal monitoring plan system is validated				
9.2.3. The independent and internal monitoring plan and system is implemented				

Aim 9.3. Mechanisms are in place to collect national data on cases in sport and sports are able to identify trends

Key milestones	Timeline			
	2021	2022	2023	2024
9.3.1. A monitoring plan is designed				
9.3.2. The monitoring plan is validated by the stakeholders				
9.3.3. The monitoring plan is implemented together with the data collection system				

Aim 9.4. National guidance is in place, including self-audit tools

Key milestones	Timeline			
	2021	2022	2023	2024
9.4.1. National guidance is designed				
9.4.2. National guidance is validated				
9.4.3. National guidance is published				



4) SETTING UP CSO ROLES IN SPORT

The setting up of CSO roles in sport in Portugal will seek to ensure that support services for victims of abuse and their families are in place before promoting CSO roles at any level.

The establishment of partnerships for the implementation of CSO roles at all levels will take place with the aim of having at least one CSO per federation and one CSO per municipality in 2023, and one CSO per sports club in 2024. As there are 308 municipalities, a set of representative municipalities (where most local clubs are based) will be defined to guarantee the existence of one local CSO in an initial phase. Also, as there are a significant number of sports federations, there will be different phases for implementation: the first phase among Football and Gymnastics, the second among the other 10 federations which have a wider involvement or high participation level of children and young people and the third among all other federations. As it may be difficult to have one CSO in every local club, terms will be defined to ensure that every sports club has a CSO nearby (or through the sport-specific federation) and is aware of it.

A national education and training system for CSOs, coaches and individuals who have close contact with children and young people in sports will be implemented in different phases. In the short term, it will be adapted from/use the existing foundation training being delivered currently, thereby providing a basic safeguarding awareness course. In coach education, the gaps in child safeguarding in sport will be filled through continuous training and professional development. In the longer term, a national framework for education and training for Safeguarding Children in Sport will be established, setting out minimum standards for CSOs at all levels and a CSO training delivery model.

The CSO occupational standards (role descriptions and person specifications) will be defined and in place, for every setting and level, in 2022. This process will start with the identification of roles and responsibilities of internationally existing CSOs (i.e. benchmarking), followed by the definition of a CSO functional map and occupational levels and, finally, the definition of CSO occupational standards for the different levels (with the involvement of families, children and young people as participants).

The training standards for all CSO occupational levels will then be defined, the syllabus for all CSO training standards designed and the training resources developed by 2022.

By 2024, a training delivery model will be established and, through a cascade training system, will be available and actively promoted with different levels of implementation: firstly, the 12 federations which have a wider involvement or high participation level of children and young people and, secondly, all other federations; combined with the definition of a set of representative municipalities (with the largest share of local clubs).

By 2022, a case response and case management structure and system for responding to concerns will be developed (with the involvement of families, children and young people as participants) and the implementation phase will be rolled out with people in CSO roles and appropriate responsibilities according to the level where they operate. To ensure its implementation, a related safeguarding criterion will be mandatory for sport federations to receive public funding.

By 2024, professional advice, support and information for CSOs at all levels will be in place, available and actively promoted.



CONCLUSION

The “Child Safeguarding in Sport” (CSiS) project lay the ground for the instrumental development of Portugal’s tailor-made roadmap for effective child safeguarding in sport policies. It is the first national roadmap of its kind to be devised in the framework of this EU and Council of Europe joint project.

The main objective of the roadmap is to promote more effective child safeguarding in sport policies in Portugal and to provide a safe, positive and empowering sport environment for all children.

The project has firmly demonstrated the critical role of sustained multi-agency and multi-disciplinary collaboration in achieving improved safeguards for children. Agreeing on and setting shared values and principles has helped to establish Portugal’s vision for the future.

Underpinning this approach is:

- ▶ the inclusion of sport in the National Strategy for Children’s Rights 2021-2024 (with the key aim of establishing Child Safeguarding Officer roles in sport, which now need to become a reality)
- ▶ the involvement of children and young people in the implementation phase
- ▶ the development of a national child safeguarding education and training plan for everyone in sport, which will require multi-agency collaboration and resourcing
- ▶ the establishment of a national observatory on violence against athletes in Portugal.

The Portuguese steering committee has devised an excellent strategy and established the building blocks for a detailed action plan to take this project through its next phases.

New partnerships and collaborative activities have been established as a direct result of the project. This approach will help to break down barriers to addressing this difficult subject area, leading to safer, more enjoyable and inclusive sport.

Prior to the project, the Portuguese Institute of Sport and Youth, the project co-ordinator, had been involved in a number of European projects relevant to safeguarding children, such as the Council of Europe ‘Start to Talk’ campaign against sexual abuse of children in sport. Through the CSiS project it has shown tremendous leadership and persistence in seeking to develop a long-term and holistic evidence-based approach to safeguarding children in sport. The support from Safe Sport International and consultants at national level exemplifies this approach, which has drawn on research and sound methodology.

The pandemic’s impact on children’s physical and mental health and well-being is striking, and 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.

Appendix

STAKEHOLDER MAPPING ▶

Stakeholder	Type of organisation	Mission	Sector ⁹	Scale ¹⁰	Project influence ¹¹	Potential level of involvement ¹²	Involvement expectation ¹³		
Portuguese Institute of Sport and Youth (Instituto Português do Desporto e Juventude)	Sports sector (área do desporto)	National public administration Execution of an integrated and decentralised policy for the areas of sport and youth, in close collaboration with public and private entities, namely with sports organisations, youth associations, students and local authorities.	Sport	Macro	High	High	Definition of the policy Implement the roadmap		
	Youth sector (área da juventude)		Youth						
	Ethics in Sport National Programme (Piano Nacional de Ética no Desporto)	National Programme	Stimulate and promote ethical values within sport / sports practice.	Sport			Contribute to syllabus validation Include new criteria in "ethics flag" award		
	Club Top (Clube Top)	National Programme	Improve clubs' capability and the competences of sport club managers.	Sport			Offer training to sport club managers		
	Regional Directorate of Sport and Youth (Direção Regional do IDPDJ)	Regional public administration	Create conditions for more effective development in the sectoral policies within the areas of youth and sport in each of the regions.	Sport & Youth	Meso	Medium	Medium	Dissemination among local organisations Implement regional training	
									North
									Centre
									Lisbon and Tagus Valley
				Alentejo					
				Algarve					
Authority for Preventing and Combating Violence in Sport (Autoridade para a Prevenção e Combate à Violência no Desporto)	National authority	Prevention and inspection of legal regime compliance and combating racism, xenophobia and intolerance in sports, in order to enable events to be held safely and in accordance with the relevant ethical principles.	Sport	Macro	Medium	High	Policy regulation General dissemination		

9 The sectors identified/considered are sports, youth, child protection, justice, health, education, country administration and social affairs.

10 This column focuses on the geographical dimension of the organisations. The scales are Macro (national dimension), Meso (regional/specific geographic dimension) or Micro (local dimension).

11 This column focuses on the need for involvement of the stakeholder. The levels of influence are high, medium or low.

12 This column focuses on the relevance of the partner for process implementation. The potential levels of involvement are high, medium or low.

13 Possible roles that the stakeholder can have in implementation.

Regional Governments (Governos Regionais)	Azores (Açores)	Zero Violence (Violência Zero)	National Campaign	Aims to create awareness within the population about the phenomenon of violence, while promoting the ethical values of sport, such as co-operation, respect, solidarity, fair play and tolerance.						Dissemination among local organisations Implement regional training
	Madeira	Regional Directorate of Sport (Direção Regional do Desporto)	Regional public administration	Ensure the implementation of the policy defined for sport, devising, co-ordinating and supporting activities within the sports system, including adapted sport, physical sports activities and school sports activities, aiming at ensuring widespread practice of sports among the Azorean population.	Sport	Meso	Medium	Medium	Medium	
National Commission for the Promotion of Children and Youth Rights (Comissão Nacional de Promoção dos Direitos das Crianças e Jovens)		Regional Directorate of Sport (Direção Regional do Desporto)	National public administration	Support the definition, co-ordination and implementation of governmental public policy in the area of sport, encouraging the promotion of sports in the Autonomous Region of Madeira (RAM).						
		Office of the Family, Child and Youth of the Public Prosecutor's Office (Gabinete da Família, Criança e Jovem do Ministério Público)	National public administration	Contribute to (1) the planning of Government intervention and (2) to the co-ordination, monitoring and evaluation of public bodies' action and (3) the community in promoting the rights and protection of children and young people.	Child protection	Macro	High	High	High	Policy regulation Contribute to syl-labus validation
General Directorate for Justice Policy (Direção-Geral da Política de Justiça)			National public administration	Continue improving the response capacity of the prosecutor's office in the areas of family and children. The development and implementation of co-ordinated actions at national and local level, the standardisation of procedures and the improvement of communication between stakeholders are some of the purposes of this body.	Justice	Macro	High	High	High	Policy regulation Contribute to syl-labus validation
			National public administration	(1) The planning, design and evaluation of the Ministry of Justice's policies, (2) the development of extrajudicial means of conflict resolution, (3) the definition and implementation of policies in the field of justice with the European Union and international organisations and (4) the production of statistics. It is the entity responsible for accompanying/monitoring the Lanzarote Convention.	Justice	Macro	Medium	Medium	Medium	Policy regulation Contribute to syl-labus validation

<p>General Directorate of Health (Direção-Geral da Saúde)</p>	<p>National public administration</p>	<p>(1) Regulate, guide and co-ordinate health promotion and disease prevention activities, (2) define the technical conditions for adequate health care provision, (3) plan and design the national policy for quality in the health system, as well as (4) ensure the elaboration and execution of the National Health Programme and also (5) the co-ordination of international relations for the Ministry of Health.</p>	<p>Health</p>	<p>Macro</p>	<p>Low</p>	<p>Low</p>	<p>Contribute to syllabus validation Dissemination among related national programmes</p>
<p>General Directorate of Education (Direção-Geral da Educação)</p>	<p>National public administration</p>	<p>Ensure the implementation of policies relating to the pedagogical and didactic component of pre-school, primary, secondary education and out-of-school education, providing technical support for its formulation and monitoring and evaluating its implementation.</p>	<p>Education</p>	<p>Macro</p>	<p>Low</p>	<p>Low</p>	<p>Contribute to syllabus creation Dissemination among schools</p>
<p>Support Units for High Performance in Schools (Unidades de Apoio ao Alto Rendimento na Escola)</p>	<p>National Programme</p>	<p>Promote access to regular quality sports practice, with the aim of contributing to the promotion of students' academic success, healthy lifestyles and values and principles associated with active citizenship.</p>	<p>Education</p>	<p>Macro</p>	<p>High</p>	<p>High</p>	<p>Dissemination among schools Implementation of training in schools</p>
<p>Office for School Sport Co-ordination (Gabinete Co-ordenador do Desporto Escolar)</p>	<p>National Programme</p>	<p>Effective co-ordination between school groups, parents, sports federations and their staff and municipalities, among other stakeholders, with the objective of successfully reconciling school with the sports practice of students / athletes in secondary education among high performance, national teams or high-sport-potential athletes.</p>	<p>Education</p>	<p>Macro</p>	<p>High</p>	<p>High</p>	<p>Dissemination among schools Implementation of training in schools</p>
<p>National Youth Council (Conselho Nacional de Juventude)</p>	<p>National network</p>	<p>Representative platform of youth organisations nationwide, covering the most diverse expressions of youth associations (cultural, environmental, scouting, political, students, unions and faith groups).</p>	<p>Youth</p>	<p>Macro</p>	<p>Low</p>	<p>Low</p>	<p>General dissemination</p>
<p>National Association of Portuguese Municipalities (Associação Nacional de Municípios Portugueses)</p>	<p>National network (NGO)</p>	<p>Promotion, defence, enhancement and representation of local public bodies (Portuguese municipalities).</p>	<p>Governmental organisation</p>	<p>Macro</p>	<p>Low</p>	<p>Low</p>	<p>Dissemination among municipalities</p>
<p>Sports-friendly municipalities programme (Programa Municípios Amigos do Desporto - Cidade Social)</p>	<p>SME / National Programme</p>	<p>To constitute a network of Portuguese municipalities for sharing good practices, benchmarking and training about the multiple interventions by municipalities in sports. Currently about 130 municipalities are involved in the programme (out of a total of 308).</p>	<p>Governmental organisation & Sport</p>	<p>Macro</p>	<p>Medium</p>	<p>High</p>	<p>Dissemination among sports departments of local municipalities</p>

<p>Portuguese Olympic Committee (Comité Olímpico de Portugal)</p>	<p>NGO (NOC)</p>	<p>To develop, promote and protect the Olympic Movement in Portugal, in accordance with the Olympic Charter, being a constituent part of the Olympic Movement and recognised by the International Olympic Committee.</p>	<p>Sport</p>	<p>Macro</p>	<p>High</p>	<p>High</p>	<p>Definition of the policy</p> <p>Contribute to syllabus validation</p> <p>General dissemination</p> <p>Implement training</p> <p>Implement policy (reporting)</p>
							<p>Implement training</p>
<p>Olympic Athletes' Commission (Comissão de Atletas Olímpicos)</p>	<p>(Athletes' representative)</p>	<p>To analyse the training and competition circumstances of Olympic athletes, and the presentation of proposals for their improvement to the PNOC and sports federations.</p>	<p>Sport</p>	<p>Macro</p>	<p>High</p>	<p>High</p>	<p>Definition of the policy</p> <p>Contribute to syllabus validation</p> <p>General dissemination</p> <p>Implement training</p> <p>Implement policy (reporting)</p>
							<p>Implement training</p>
<p>Portuguese Paralympic Committee (Comité Paralímpico de Portugal)</p>	<p>NGO (NPC)</p>	<p>Disseminate, develop and defend the Paralympic Movement and sport in general, in accordance with the rules of the International Paralympic Committee. Also to promote sports practice, as a means of character formation, health, environment, social cohesion and inclusion, and responsibility for managing the Paralympic and Deaf Olympic Preparation Programmes and ensuring participation in the Paralympic Games and Deaflympics.</p>	<p>Sport</p>	<p>Macro</p>	<p>High</p>	<p>High</p>	<p>Definition of the policy</p> <p>Contribute to syllabus validation</p> <p>General dissemination</p> <p>Implement training</p> <p>Implement policy (reporting)</p>
							<p>Implement training</p>
<p>Paralympic Athletes' Commission (Comissão de Atletas Paralímpicos)</p>	<p>(Athletes' representative)</p>	<p>To analyse the training and competition circumstances of Paralympic athletes, and the presentation of proposals for their improvement to the PNPC and sports federations.</p>	<p>Sport</p>	<p>Macro</p>	<p>High</p>	<p>High</p>	<p>Definition of the policy</p> <p>Contribute to syllabus validation</p> <p>Dissemination among national federations and municipalities.</p> <p>Implement training</p> <p>Implement policy (reporting)</p>
							<p>Implement training</p>
<p>Portuguese Sport Confederation (Confederação do Desporto de Portugal)</p>	<p>NGO (Sport federations' representative)</p>	<p>To serve as an instrument of co-operation, consultation and representation for its member sports federations.</p>	<p>Sport</p>	<p>Macro</p>	<p>High</p>	<p>High</p>	<p>Definition of the policy</p> <p>Contribute to syllabus validation</p> <p>Dissemination among national federations and municipalities.</p> <p>Implement training</p> <p>Implement policy (reporting)</p>
							<p>Implement training</p>

Portuguese Confederation of Culture, Recreation and Sports (Confederação Portuguesa das Colectividades de Cultura, Recreio e Desporto)	NGO (Local organisations' representative)	Represent grassroots organisations regarding the promotion of culture, leisure and sport.	Sport & Leisure	Macro	Low	Low	Dissemination among the members
Portuguese Coaches' Confederation (Confederação dos Treinadores de Portugal)	NGO (Coaches' representative)	To work on all matters relating to coaches' careers and training. National coaching associations of different specific sports are the members.	Sport	Macro	High	High	Contribute to syllabus validation Dissemination among national coaching associations. Implement training
Portuguese Olympic Athletes' Association (Associação de Atletas Olímpicos de Portugal)	NGO (Athletes' representative)	Defend, disseminate and promote the "Olympic Movement's Values" and develop close bonds of solidarity, friendship and mutual support, among all Portuguese Olympic Athletes.	Sport	Macro	Medium	High	General dissemination
Portuguese Football Players' Union (Sindicato dos Jogadores Profissionais de Futebol)	NGO (Athletes' representative)	Defend the individual and collective interests of football players, in particular those concerning risky contexts that compromise their rights and working conditions. The Union is also a partner of the Erasmus+ Sport project "Halting harassment and Abuse in sports using Learning Technologies (HALT)	Sport	Macro	Medium	Medium	General dissemination
Sports Embassy	NGO (Athletes' representative)	Always with a focus on athletes, Sports Embassy's mission is to serve sport and put sport at the service of business organisations, promoting a better relationship between the different sport practitioners and brands / companies.	Sport	Macro	Low	Low	General dissemination
Portuguese Society for Physical Education (Sociedade Portuguesa de Educação Física)	NGO (Physical education representative)	Represent the physical education sector and teachers/professionals.	Education	Macro	Medium	Medium	Dissemination among the members
National Council of Physical Education and Sports Professional Associations (Conselho Nacional de Associações de Profissionais de Educação Física e Desporto)	NGO (Physical education teachers' associations' representative)	Represent and promote a network among the regional physical education teachers' associations.	Education	Macro	Medium	Medium	Dissemination among the members

Portuguese Society for Sports Psychology (Sociedade Portuguesa de Psicologia do Desporto)	NGO (sports psychology network)	To develop and encourage in Portugal the psychology of sport, exercise and performance, understood as the models that aim to promote sports performance and psychological and psychosocial well-being of social systems and humans where physical and sports activities take place.	Sports	Macro	Medium	Medium	Contribute to syllabus validation Dissemination among the members
Scientific Society for Sports Pedagogy (Sociedade Científica de Pedagogia do Desporto)	NGO (sports pedagogy network)	Promote study and research in Sports Pedagogy and contribute to the development of Sports Pedagogy, both on a practical and on a theoretical level.	Education & Sports	Macro	Medium	Medium	Contribute to syllabus creation Dissemination among the members
Portuguese Association for Sports Law (Associação Portuguesa de Direito Desportivo)	NGO (sports law network)	Promotion and dissemination of sports law, namely through the design and development of training, as well as the organisation of colloquiums, debates and other gatherings of lawyers who are dedicated to the study and development of sports law.	Sports	Macro	Medium	Medium	Contribute to syllabus validation Dissemination among the members
Portuguese Association for Sports Management (Associação Portuguesa de Gestão do Desporto)	NGO (sports management network)	Enhancement of the different domains of sports management and sports managers.	Sports	Macro	Medium	Medium	Dissemination among the members
College of Psychologists (Ordem dos Psicólogos)	NGO (psychologists' representatives)	Representative of psychologists, as the only entity in the country responsible for professional title award and recognition.	Social affairs	Macro	Medium	High	Contribute to syllabus validation General dissemination Implement training
Portuguese Association for Victim Support (Associação Portuguesa de Apoio à Vítima)	NGO (victims' representatives)	Support crime victims, their families and friends, providing them with quality, free and confidential services, and contribute to the improvement of public, social and private policies focused on victims' status.	Social affairs	Macro	High	High	Contribute to syllabus validation General dissemination Implement policy (reporting)
National Observatory on Violence against Athletes (Observatório Nacional da Violência contra Atletas)	National project	Seeks to pool information on situations of violence against athletes, apart from those associated with sporting events, namely in the space reserved for the public (for example, fans), since these are already duly monitored by other entities.	Sport	Macro	Medium	High	Contribute to syllabus validation General dissemination

Child Support Institute (Instituto de Apoio à Criança)	NGO (children's representatives)	Seeks the integral development of children and the defence of their rights, aiming at all times to be the voice which draws attention, urges and takes action to help more children live with joy during childhood.	Child protection	Macro	Medium	High	Contribute to syllabus validation General dissemination
National Confederation of Parents' Associations (Confederação Nacional das Associações de Pais)	NGO (parents' representatives)	To bring together, co-ordinate, encourage, defend and represent parents' associations at the national level.	Child protection	Macro	Medium	Medium	Contribute to syllabus validation General dissemination
Independent National Confederation of Parents and Guardians (Confederação Nacional Independente de Pais e Encarregados de Educação)	NGO (parents' representatives)	To bring together, co-ordinate, encourage, defend and represent parents' associations at the national level.	Child protection	Macro	Medium	Medium	Contribute to syllabus validation General dissemination
UNICEF Portugal	NGO (children's representatives)	Promoting and defending children's rights, raising public and policymakers' awareness about the rights of the child and, in particular, ensuring that the most disadvantaged and vulnerable children who continue to live in poverty, in conflict or disaster, do not suffer from abuse or exploitation, do not fall by the wayside.	Child protection	Macro	Medium	Medium	Contribute to syllabus validation General dissemination
National Federation of Youth Associations (Federação Nacional de Associações Juvenis)	NGO (youth associations' representatives)	Represents local and regional youth associations at public and political authorities, promotes structured dialogue and the inclusion of young people with fewer opportunities in society.	Youth	Macro	Low	Low	General dissemination
Children and Youth Protection Commissions (Comissões de Proteção de Crianças e Jovens)	Local network (children representatives)	The Children and Youth Protection Commissions (CPCJ) are official non-judicial institutions with functional autonomy that aim to promote the rights of children and young people and to prevent or end situations that may affect their safety, health, training, education or full development. There is one CPCJ in each Portuguese municipality, including members from different sectors in order to prevent, identify and follow situations of maltreatment of children and young people.	Youth & Child protection	Micro	High	High	Policy regulation Implement local training Local mapping Implement policy (reporting)
Study Centre for Social Intervention (Centro de Estudos para a Intervenção Social)	NGO (Social intervention representatives)	Analyse, to understand, social reality in its different dimensions and intervene to promote social cohesion. It is a partner in the project, ACTIVE – Strengthening Policies in Sports and Leisure Activities Focused on Children funded by the European Union's Rights, Equality and Citizenship Programme.	Social affairs	Macro	Medium	High	Contribute to syllabus validation General dissemination

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

The Portuguese system of protection defines the state as a community partner in the protection of persons under the age of 18, complying with the principle of subsidiarity. It covers all youth and organisations that work with children and young people, including sport, and is described below.

The Law on the Sports System, Act 1/90, as amended by 5/2007 – **Law on Physical Activity and Sport**, defines the main features and objectives of the national sports system. The spirit of this law is that **the state**, in close collaboration with public and private entities, namely from the sport movement, **should play a central role in sport**. “In the case of Portugal, the state ‘endows’ or grants the right to sports federations to exercise regulatory and disciplinary powers over their sport.” The government intervenes in sport through the work of the **Secretary of State for Youth and Sport, which belongs to the Ministry of Education. The Portuguese Institute of Sport and Youth (IPDJ)** is a public institute under the indirect administration of the Portuguese state, with administrative and financial autonomy and resources (Article 1 of Decree-Law 98/2011, which established IPDJ and approves its structure and para. 2 of Article 4 of Law 3/2004, which established the principles and norms by which public institutes are governed). The Sports National Council co-ordinates action between these two organisations and free-initiative/private associations and has the task of advising the Government on matters relating to national policy for sport. It is composed of representatives of the Public Administration and the sports movement, and works with the member of the Government responsible for the sport sector – the Secretary of State for Youth and Sport – and is responsible for monitoring the development of the sports system and, whenever asked, deciding on the guidelines of national sports policy, always with a view to achieving broad consensus. The sport sector in Portugal is illustrated in the figures in Appendix 1.

The Law on Physical Activity and Sport itself does not cover, or mention, the safety or protection of (young) people in sport, except for protection in terms of medical examination and mandatory sport insurance. It is the duty of the state to take measures to prevent and punish anti-sports transgressions, including violence, doping, corruption, racism, xenophobia and any form of discrimination.

The central strand of the Portuguese system of protection, which is based on the Convention on the Rights of the Child, is **the recognition of the child as a subject with rights**. It draws, firstly, on the **family as an institution responsible for the realisation of the rights of the child** and recognises it, at constitutional level, as a fundamental element of society. It is based on the principle **that each municipality is responsible for its children**, while respecting the responsibility of families, including their parents, legal guardians or those who have custody of the children. But **society and the state (Article 69 of the Constitution) also have a duty to protect children and young people** against all forms of abandonment, discrimination and oppression and against the abuse of authority.

The Law for the Protection of Children and Young People in Danger (LPCJP) entered into force in September 1999. It introduced a new model of protection that calls for the active participation of the community in a new partnership relationship with the state. **It covers all organisations, including sport**.

The Protection commissions (CPCJ), in force since January 2001, are non-judicial official institutions in each municipality with functional autonomy aimed at promoting children and young persons’ rights and preventing, or protecting them against, dangerous situations. The intervention of the CPCJ takes place whenever it is not possible for entities with competence in the field of children and young people (ECMIJ) to act appropriately and adequately remove the danger confronting the child or young person.

Individual CPCJs comprise the main players at municipal level in the field of children and young people, including a representative of associations or other private organisations developing sporting, cultural or recreational activities for children and young people. The facilities and support materials necessary for the daily management of these commissions are primarily guaranteed by the municipalities. Currently there are 310 Commissions for 302 municipalities, involving a total of 5 030 members, of whom 234 are representatives of sport, cultural or recreational associations.

The entities with competence in the field of children and young people (ECMIJ) are public or private entities that, by virtue of their functions, are in contact with children or young people, namely municipalities, schools, health centres, hospitals, NGOs and associations that develop activities or social responses aimed at children and young people and their families, as well as the security forces. In other words, whenever

one of these entities finds that a child or young person is in a situation of danger, it should take the necessary measures to eliminate that situation, while contacting the parents, as well as reporting the situation to the Commission for the Protection of Children and Young People for the area of the child or young person in danger. The system for protecting children and young people is illustrated in Appendix 2.

To improve the organisation and functioning of the Portuguese protection system, and strengthen the role of promoting the rights of children, in 2015 the **National Commission for the Promotion of the Rights and Protection of Children and Young People was created**, as part of the Ministry of Labour, Solidarity and Social Security. One of its responsibilities is to train the members of the CPCJ, in which there are representatives of sports, cultural and recreational associations. The national commission has an intensive specialised training plan in the area of the protection of children and young people, **but it is not sport-specific**.

The Institute of Sport and Youth has carried out **awareness-raising campaigns** in connection with the implementation of the Council of Europe “Start to Talk” campaign on preventing and combating child sexual abuse in sport.

In 2019 six National Olympic sport federations out of 28 had a written policy and/or action plan for preventing and combating gender-based violence in sport (EU and COE joint project “ALL IN: Towards gender balance in sport”). The year before, the **Gymnastics Federation** launched two national commitments for the gymnastics community: National Commitment Against Abuse and Harassment in Gymnastics; National Commitment to Transparency and Integrity in Gymnastics Competitions and Sporting Events (match fixing; intimidation, physical or verbal violence; discriminatory behaviour – political, religious, sexual, country of origin or ethnic orientation, or any other type of discrimination). Five regional associations out of a total of nine; and 42 clubs out of a total of 258 have subscribed to this first commitment. They undertake to:

- ▶ Maintain a culture of preventing harassment or abuse on the part of sports practitioners or other participants.
- ▶ Detect harassment or abuse, acting in accordance with internal rules or, if this is not possible, report detected cases to higher sports authorities.
- ▶ Advertise, with the means at their disposal, the existence and content of this commitment to the sports practitioners associated with the institution, giving the initiative the value of “national gymnastics goal”.
- ▶ Promote the organisation of, or participate in, education and training about the prevention, detection and punishment of abuse and harassment.

According to the study on gender-based violence in sport (European Commission, 2016), Portugal has a national database of individuals with convictions for sexual crimes against children. The report from the study states that it was not known whether the “database is or will be able to filter certain information, such as whether or not offenders listed on the database committed their crime within a sport context”. Today this is not possible, as it is for the use of criminal investigation bodies, but it is also not known whether sport is listed as a category in the database.

All organisations that offer sports activities are obliged to annually ask their coaches and other staff that have regular contact with children, even if not remunerated, to present their **Certificate of Criminal Record**, a document that is valid for 90 days and costs €5.

Five sports federations have developed **codes of conduct/ethical guidelines** for coaches and people in managerial and decision-making positions (European Union and Council of Europe joint project, “ALL IN: towards gender balance in sport, 2019). The gymnastics federation’s Ethics Code’s main purpose is to ensure that all gymnasts, and any other participants in gymnastics events, can participate without fear of harassment or any kind of abuse.

Portugal has nobody employed as **safeguarding officers** and accordingly **no job descriptions** for such positions.

The Portuguese Institute of Sport and Youth has begun developing **resources for basic awareness training**. Two training modules in the Clube TOP programme (a training programme for managers and/or staff in sports clubs, including coaches and technical teams) are being developed by two experts in the field of prevention of sexual abuse of children and young people. In addition, a training course is being developed in order to train psychologists to be trainers of the two training modules produced for the Clube TOP Program.

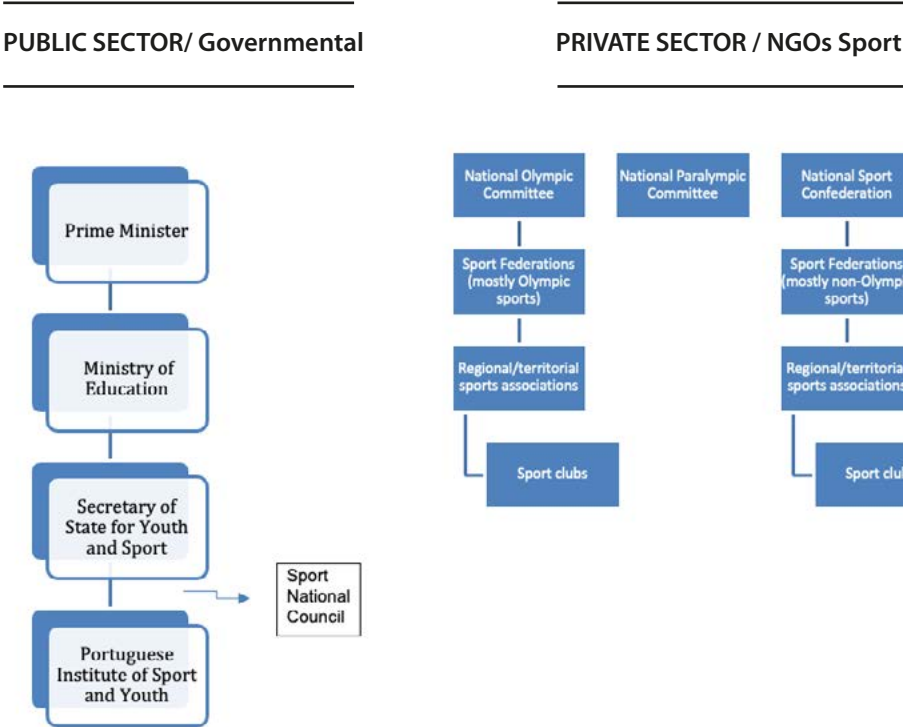
The Institute is now in the process of signing a protocol as partners of ISMAI (a sport university which will be on the steering group representing the gymnastics federation) for the implementation of a National Observatory on Violence against Athletes, the purpose of which is to collect information about situations/episodes perceived

as violence against athletes in the context of sport (training and competition) in Portugal. It addresses victims, former victims, witnesses or people who have been aware of incidents and want to report their experiences.

Concluding remark: The protection of children and young people is well covered in the legal system, in rules and regulations. However, **nothing is sport-specific so far, and it has not been possible to obtain statistics on sport-specific cases.** For example, in 2019 the CPCJ received a total of 43 796 communications of risk situations, but their annual report does not present figures for sport. This must be a challenge for those who are working with developing safeguarding in sport. Accordingly, for the time being, Portugal does not have procedures for **case management in sport**, i.e. a system that takes care of children and young athletes in sport, when something 'bad' happens to them. The **low awareness or acceptance of the problem at the highest level** of all political organisations/institutions dealing with sport also seems to be a challenge.

APPENDIX 1

MAP of SPORT SECTOR PORTUGAL
(fitness not included)



APPENDIX 2

Protection of Children and Young People in Portugal





Warm thanks to everyone who has contributed to the development of the roadmap, in particular **Cristina Matos Almeida** and **Carlos Manuel Pereira** from the Portuguese Institute of Sport and Youth, **Anne Tiivas** and **Kari Fasting** from Safe Sport International and **Bruno Avelar Rosa** and **Miguel Nery** from Qantara Sports.

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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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The Council of Europe is the continent’s leading human rights organisation. It comprises 47 member states, including all members of the European Union. All Council of Europe member states have signed up to the European Convention on Human Rights, a treaty designed to protect human rights, democracy and the rule of law. The European Court of Human Rights oversees the implementation of the Convention in the member states.

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The Member States of the European Union have decided to link together their know-how, resources and destinies. Together, they have built a zone of stability, democracy and sustainable development whilst maintaining cultural diversity, tolerance and individual freedoms. The European Union is committed to sharing its achievements and its values with countries and peoples beyond its borders.

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

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