



Sports Safeguarding Children Initiative

Mid-project progress report



Child Protection in Sport Unit

NSPCC 
Cruelty to children must stop. **FULL STOP.**



Introduction

All children and young people have the right to play sport and fulfil their potential in a safe and enjoyable environment. The London 2012 Olympic and Paralympic Games' aspiration to inspire a generation to participate in sport can be realised if sport is in the right hands and we work together to ensure that children have the best possible experience. There has never been a point in time where organisational responsibilities for protecting children and the need to listen to children's voices have been more in the spotlight. Sports bodies have demonstrated their commitment to addressing this for their sector. They have recognised their responsibility to work with others, particularly in the statutory sector, to ensure that children who may be at risk of harm in their families or communities are able to receive an appropriate response from coaches and other adults in sport that they may turn to for help.

In 2010 the sports sector responded to a call to action from the NSPCC's Child Protection in Sport Unit to identify ways to improve safeguards for children and young people in and through sport in England. It was supported by every major sports body in England and by key government departments and led to the creation of the Strategic Group for the Safeguarding Children in Sport Initiative.

This report provides a mid-project summary of the key achievements that have been made by the sports sector and its partners since 2010 and outlines the work still to be done by the end of 2015. The Strategic Group has been working to a clear action plan supported by task group work in four key areas:

Framework: focusing on developing, implementing and reviewing the new Framework for National Governing Bodies of Sport (NGBs) and County Sports Partnerships (CSPs) to ensure that they adopt a standardised and continuous cycle of improvement for safeguarding children.

Research and evidence: bringing together researchers from a wide range of disciplines who can contribute to an evidence base for the group's work and who can work alongside sports bodies to facilitate action learning.



Case strategy: developing a model of best practice, raising awareness of sport's role in safeguarding children with the statutory sector, and addressing gaps in support through new initiatives such as the National Safeguarding Panel.

Skills and knowledge: supporting, advising and guiding sports organisations to develop effective safeguarding skills and knowledge in accordance with government legislation and guidance.

What we have done so far and the difference it has made

We have recently condensed our original priorities into four simplified aims and in this report we have summarised the key achievements since 2010. These are illustrated by case studies which show in more detail examples of good practice and the impact of the Sport Safeguarding Children Initiative to date. These key achievements include:

- For the first time since the Standards for Safeguarding and Protecting Children in Sport were launched in 2002, there is a consistent approach to applying the Standards across National Governing Bodies of Sport (NGBs) and County Sports Partnerships (CSPs).
- Sport England has funded the NSPCC Child Protection in Sport Unit (CPSU) since 2001 to support all of its funded NGBs and CSPs to meet safeguarding requirements. UK Sport now requires its funded bodies to follow suit. The Youth Sport Trust is also working towards these standards.
- NGBs and CSPs contributed to the development of a new Sports Safeguarding Framework launched by the CPSU in 2012. This year all CSPs and most NGBs funded by Sport England have undertaken safeguarding self-assessments using new tools (available via the CPSU website).
- CPSU contracts are in place between Sport England, (participation focus), and UK Sport (elite level focus) to support NGBs to meet and maintain standards requirements.
- The CPSU collated the sports sector's contribution to the review and revision of Working Together to Safeguard Children 2013. The role of sport and the voluntary sector was recognised and retained.

What still needs to be done and key themes for everyone involved in sport for children and young people

At the end of the report we have set out the key themes in which future action needs to be taken. These key issues need sports bodies, the statutory sector and individuals to be increasingly engaged and work together in children and young people's interests. We need to build the capacity of sports bodies to listen to children's voices – creating opportunities for them to contribute to decisions which affect them and providing them with information about who they can turn to when they have concerns.

Everyone from senior managers in national governing bodies, county sports partnerships and local authorities to clubs, coaches, parents and young people need to take ownership of this agenda.

We would like to thank all those who have contributed to the success of this initiative to date and we look forward to working with you over the next several years to fulfil the objectives and expectations of this important call to action and to a successful future for the Sport Safeguarding Children Initiative.

Liz McMahon
Independent chair
Sport Safeguarding Children Initiative

Anne Tiivas
Director
NSPCC Child Protection in Sport



Aim one

All funded National Governing Bodies of Sport and County Sports Partnerships:

- achieve the advanced level of the Standards for Safeguarding and Protecting Children in Sport
- maintain these standards
- embed these standards and safeguarding practice into all activities.

Achievements

For the first time since the Standards for Safeguarding and Protecting Children in Sport were launched in 2002, there is a consistent approach to applying the standards across National Governing Bodies of Sport (NGBs) and County Sports Partnerships (CSPs). It's important to note that achieving the standards is just one step in keeping children safe. Sports bodies need to ensure that safeguards, benchmarked against these standards, are in place, maintained and totally embedded.

Sport England has funded the NSPCC Child Protection in Sport Unit (CPSU) since 2001 to support all of its funded NGBs and CSPs to meet safeguarding requirements. UK Sport now requires its funded bodies to follow suit. The Youth Sport Trust is also working towards the standards.

Sport England has also provided substantial support to the CPSU this year to enable it to trial new online resources through the development of a new website. This will help to increase the quality and range of support to existing funded bodies.

There are many more recognised but non-funded NGBs and this extra funding has enabled the CPSU to start piloting the use of online resources to support work to meet the standards requirements with representatives of this group.

Achieving the standards enables organisations to meet minimum requirements for safeguarding children. However, in order to contribute to children's wellbeing, standards need to be maintained and safeguarding practices need to be embedded wherever children participate in sport.

NGBs and CSPs contributed to the development of a new Sports Safeguarding Framework which was launched by the CPSU in 2012. This year all CSPs and most NGBs funded by Sport England have undertaken safeguarding self-assessments using the new tools (available via the CPSU website). This has helped them to identify positive practice, areas for future action and priorities for undertaking impact assessments. The framework pilot group (of NGBs and CSPs which had met the standards) has undertaken impact assessments, some involving collaboration with researchers. See the Brunel University/RFU case study on page 8).

More specifically:

- All 49 CSPs have achieved the advanced level of the standards, and are engaged in the Safeguarding Framework to maintain and embed those standards.
- Forty of the 46 Sport England funded NGBs have achieved the advanced level of the standards and the remaining NGBs are working to clear and revised timescales depending on their funding cycle to achieve these standards.

- 18 UK Sport funded NGBs have started the standards process (two have met the preliminary level).
- The Youth Sport Trust has had its initial pre-assessment and is now working towards the preliminary level.
- Themed work on safeguarding deaf and disabled children produced a briefing for CEOs of NGBs and CSPs. An in-depth CPSU briefing paper has identified priorities for resource development to support sports bodies to safeguard deaf and disabled children (see case study one below).
- All NGBs and CSPs that have attained the Advanced Standards level are engaged in the Safeguarding Framework including development of implementation plans to maintain and embed these standards.
- A number of NGBs at the Impact Assessment stage of the Framework have been supported through student-led and funded research projects, including the impact of parental behaviour and the impact of safeguarding at club level in Rugby Football League.
- Themed work on promoting positive parental behaviour will be completed in 2013 and new resources were launched at the CPSU conference in October 2013.

Case studies

Case study one: Safeguarding deaf and disabled children in sport

Assessment of sports bodies against the standards showed a clear need for information to be provided about safeguarding the needs of deaf and disabled children. Many of the sports bodies lacked confidence in how to include deaf and disabled children in their sports and in how to respond to their additional safeguarding needs. Following a consultation process the CPSU initially developed a DVD about including disabled children - with the support of Paralympic medalist Ade Adepitan and a group of young people who talked about their experience of sport. Supported by a number of sports bodies, including the Football Association, the County Sports Partnership Network, Archery, Sport NI and Special Olympics, the CPSU then worked to develop and disseminate a new multi-media learning resource *Safeguarding Deaf and Disabled Children in Sport* for a UK-wide audience.

Case study two: Involving children and young people

A key theme arising from research, case evidence and from both the Standards and Framework assessments has been the need for sports bodies to become more confident in working in partnership with children and young people. Encouragingly, many NGBs now have youth forums – which give young people a voice in how their sport is run.

A good example of how these forums can give children a voice in sport is the development of the *Promoting Positive Parental Behaviour* toolkit which many NGBs, including England Table Tennis Association; ASA; Rugby Football League; Rugby Football Union; and England Netball, consulted young people on. The CPSU has also worked with youth forums from England Volleyball, the Amateur Swimming Association (ASA) and the Football Association in the selection part of the Safeguarding Stars awards process. The ASA has conducted surveys with its young people about their safeguarding work to ensure that their voices are heard. The toolkit launched in October 2013.

Case study three: Shropshire Telford and Wrekin CSP developed a youth forum

Another example is the School Games Youth Forum created by Energize Shropshire, Telford and Wrekin County Sports Partnership to enable young people to help plan and shape the Shropshire Homes School Sport Festivals (part of the Sainsbury's School Games).

Meeting on a monthly basis, the Youth Forum takes responsibility for several aspects of the County festival, ranging from planning the opening ceremony, to designing competitor t-shirts and launching marketing campaigns. Involvement in the forum lets young people have their say and gives them the chance to be involved in the planning and organisation of a large scale sporting event.

As well as involving young people in the planning and organisation of the School Sport Festival, Energize have very effectively used the forum of young people to consult on safeguarding matters, from their views on procedures at the festival to the development of new resources and content of safeguarding information on publications and websites. Meeting regularly and remaining as a consistent group of people for the academic year it provides the perfect platform to keep an ongoing dialogue.



Aim two

Safeguarding practice is coordinated throughout a child's life in sport, from participation to elite level, by schools, clubs and sports facilities. All recognised NGBs, CSPs and National Partners are able to access support and expertise to establish appropriate safeguarding systems, with learning from and actions based on research:

Achievements

- CPSU contracts are in place between Sport England, (participation focus), and UK Sport (elite level focus) to support NGBs to meet and maintain standards requirements. Safeguarding support is also embedded in the School Games programme: at level three through the CSP network and at level four through CPSU support to YST.
- The Youth Sport Trust (YST) is developing safeguarding guidance for School Games Organisers to support their work at level two and three. This will be through an online tool.
- YST is developing a safeguarding workshop for the National School Games Organisers' Summit in October.
- NGBs and CSPs are supporting the roll out of safeguarding practices and minimum operating standards to clubs. These include accreditation schemes such as *Clubmark: the most important club accreditation scheme for sports clubs* - which is heavily weighted to safeguarding minimum operating standards.
- CSPs are promoting common safeguarding minimum operating standards in funded partnership work between clubs, activity providers, coaches and schools.
- The development of the new CPSU website, supported by Sport England, aims to provide recognised but non-funded sports with the opportunity to access safeguarding support to ensure that all children in sport are protected. Six recognised sports, including the Royal Life Saving Society, British Aikido Board and Surf Life Saving will pilot the use of new web-based tools in order to meet the standards.
- The research and evidence task group has ensured that sports organisations have access to current research. Research institutions are working directly with NGBs and CSPs on projects which facilitate learning from sport's practice such as the framework pilots.
- In 2011 the University of Edinburgh and the NSPCC published research into children's experiences of organised sport in the UK. This has been widely disseminated and has helped the strategic group to identify future priorities for its members and for the task groups.

- In the main young people painted a positive picture of sport participation. However they also reported a range of more negative and harmful experiences. Peers were identified as the main perpetrators of all forms of harm. Emotional harm, body image and self-esteem together with the additional risks experienced by talented young athletes are key areas for further work to be done. The report's message about listening to children's voices formed the basis of the CPSU conference, *From community to elite sport - children and young people's experiences*, in October 2013.
- The research and evidence group is looking to provide research on new areas of concern. This includes 'hazing' which can be described as ritualised initiation practices which often involves inflicting physical and emotional distress such as sexual coercion, or forced alcohol consumption.
- A review of the safeguarding cases managed within sport during 2011 was conducted by Brunel University. The findings of this review were presented at a Lead Welfare Officer Support Forum and a journal paper has been accepted for publication by *Child Abuse Review*.
- Focus groups have been conducted with young people from a range of sports to explore their perceptions and experiences of parental behaviour in sport. The findings of this research have been published, and were presented at the CPSU conference in October 2013 and published.
- A project funded by the Rugby Football Union has investigated strategies through which children with a disability can best be safeguarded. The report will be published shortly.

Case studies

Case study four: Rugby Union and child vulnerabilities research and action plan

The Rugby Football Union (RFU) recognises the additional vulnerabilities experienced by some children when participating in sport. These include disabled children who research tells us are more vulnerable to abuse than their non-disabled peers. In order to explore how these children can best be included, the RFU commissioned Dr Daniel Rhind and Jamie McDermott of Brunel University to explore through research the experiences of club safeguarding officers and managers to highlight good practice.

In stage one, a questionnaire was completed by 389 safeguarding officers and managers. This revealed that:

- 83.6 per cent have worked with children with additional vulnerabilities in rugby union
- over 30 per cent do so on at least a weekly basis
- in half of the cases, the vulnerability related to challenging behaviour
- it is important that resources are available at the point of need.

In stage two, in-depth interviews were conducted with 14 members of this sample to investigate their experiences in more depth.

Based on this, the TACL (trigger, action plan, communication, learning) approach was developed. The name TACL (or tackle) was chosen to promote proactive strategies and to provide a label relevant to Rugby Union. This highlights four key phases which should be in place to safeguard children with additional vulnerabilities, outlined in the table opposite.



TACL phase	Description	Recommendation
Trigger	Identifying that a child has an additional vulnerability.	Amend the registration form to take a broader approach to safeguarding beyond medical conditions. Emphasise that the focus is on including rather than excluding children.
Action plan	Identifying how the child can best be included.	The CSO consults with the child, parent and coach to highlight key messages. An action plan can be completed.
Communication	Ensuring that the action plan is communicated sensitively to all key stakeholders.	The action plan is communicated to all key stakeholders. This should be agreed with the CSO and the parent.
Learning	It is important to identify and share good practice.	Case studies can be disseminated through online resources, a newsletter and at existing meetings.

This TACL approach will now be rolled out across clubs throughout the RFU. Key stakeholders from the RFU were involved at all stages of the project from research design through to data collection and analysis. This project illustrates the benefits of sports organisations and researchers working together to create practical solutions to real-life challenges.



Aim three

Sport and other organisations understand each other's roles and responsibilities and work in partnership to achieve best outcomes for children. Sport is part of mainstream safeguarding and will be recognised by, and have access to, government departments and statutory agencies, from a local to national level.

Achievements

- The sport sector's contribution was collated and added to the review and revision of Working Together to Safeguard Children 2013. The role of sport and the voluntary sector was recognised and retained.
- Sportscoach UK's Safeguarding and Protecting Children workshop has been delivered to 77,220 people since 2010. In addition, Safeguarding and Protecting Children 2 has been delivered to 3,058 participants, Safeguarding and Protecting Children (16-18) to 644 participants and Keeping Safe in Sport (for younger leaders) to 247 young people.
- 123 people have attended the NSPCC's Time to Listen (TTL) course for national/organisational lead officers over the last three years. 50 people have attended the regional course and the club welfare officer training is being delivered by 12 sports following trainer orientations by the CPSU.
- Three NGBs are now delivering training that has been recognised by the CPSU as equivalent to the NSPCC TTL training.
- The new and updated Safeguarding and Protecting Children workshop and resource has been produced and released, including updated legislation and best practice guidance. Approximately 200 tutors were re-orientated to deliver the updated workshop. The Risk Assessment in Recruitment training has been attended by 75 people over the past three years.
- Quarterly Lead Officer Support Forums (LOSF) are provided to NGB and CSP lead safeguarding officers by the CPSU.
- All key recognised sports safeguarding training courses cover the roles and responsibilities of statutory agencies.
- All CSPs promote and/or facilitate recognised training for coaches and other sports people on a local basis.
- In 2013 the CPSU provided input to the Association of Chief Police Officers' conference and to Local Safeguarding Children Board (LSCB) events in West Yorkshire and Dudley. Many CSPs have established working links with LSCBs, eg Energize Shropshire, Telford and Wrekin; Oxford; Kent; and Nottingham.
- The case strategy group has been co-ordinating action to develop a national model of best practice for the management of children's cases in sport. Audits of a sample of NGB case management systems have now been completed. NGBs will be provided with materials, guidance and tailored training and consultancy to meet identified needs.

- Working as part of the case strategy group, England Golf has developed a set of investigation documents based on processes used in criminal investigations. This comprehensive set of documents assists those conducting investigations in sport to produce professional, comprehensive reports in a recognised, standardised format. The investigation recording forms are used by the National Safeguarding Panel (NSP) – see case study.
- The case strategy group includes a local authority designated officer (LADO) representative. As well as attending the national Lead Safeguarding Officer forum for NGBs and CSPs to talk about the LADO’s role. The LADO is engaged with identifying opportunities to promote the sector’s work with local authorities.
- A National Safeguarding Panel (NSP) has been developed and is managed by Sport Resolutions (see case study).



Case studies

Case study five: Keeping safe in sport: safeguarding for young volunteers 13+

Keeping Safe in Sport SPC 13+ workshop and resource developed by sports coach UK and piloted at the 2012 UK School Games events to YST young volunteers.

Over the past 12 years, sports coach UK and the NSPCC’s Child Protection in Sport Unit have been working in partnership to produce and deliver a Safeguarding and Protecting Children workshop and supporting resource that offers the basic level of safeguarding and protecting children training that both organisations feel all coaches who deliver sessions to children should undertake.

Over 25,000 coaches each year attend the workshop and recent innovations include Safeguarding for 16-18 year old workshop and Safeguarding and Protecting Children 2: Reflecting on Practice. However both organisations felt that there was a gap in the safeguarding training being offered to the many young volunteers in the UK.

We hope the solution will be the Keeping Safe in Sport: Safeguarding for Young Volunteers 13+ workshop. Designed by Sportscoach UK with support from the NSPCC’s Child Protection in Sport Unit, the workshop is the first of its kind to offer age appropriate safeguarding information to young people operating in a position of trust. The content covers not only the safeguarding of children with whom the young volunteer is working, but also the young volunteers themselves, an aspect often overlooked with children in these roles.

The workshop comes with a short A5-sized handbook for participants and the workshop is two hours long, rather than the traditional three hours for adults - a more realistic time to expect young volunteers to attend and remain fully engaged.

Case study six: National Safeguarding Panel

The National Safeguarding Panel is one of the first services developed by the NSPCC led case strategy group. This was set up to improve case management systems, structures and services in the event of safeguarding complaints or concerns in sport.

Background

The NSP was created to provide sport in the UK with professional support in managing safeguarding complaints and concerns. It brings together experts in the field to help organisations deal with the complex and serious matters that present a risk to children and young people, or to sport's reputation. Initial referrals have dealt with complaints and allegations of previous sexual abuse, grooming behaviour, emotional bullying of young athletes, and the possession of computer child abuse images by adults working in sport.

Services

The NSP provides help in two areas: investigations and reviews into safeguarding complaints and concerns, and independent arbitration as an alternative to internal NGB disciplinary or appeals panels. Both services work in tandem with NGB safeguarding systems and policies to provide additional independence and expertise.

Expertise

The 22-strong NSP is led by family barrister, judge and safeguarding expert Stephen Bellamy QC. NSP members are drawn from a mixture of backgrounds including law, policing, social work and offender management. Panel members have expertise in interviewing witnesses, reviewing evidence, liaising with the police and other statutory agencies, managing procedural aspects of a case, safeguarding children involved in the process, ensuring fair treatment of individuals facing allegations, chairing hearings, and writing reasoned decisions and reports. All NSP members also have a strong interest and connection to sport.

Best practice

The NSP is committed to promoting and sharing best practice. It has created procedural rules for managing safeguarding hearings and protocols for conducting investigations. An annual digest of case studies is also planned to highlight key issues and learning points for sport.

Funding and delivery

The NSP is part funded by UK Sport and is managed by the sport specialist arbitration and mediation body Sport Resolutions UK. Users of the service pay a fee to recompense panel members for their time and for any expenses incurred. Fee levels are graded to make the NSP accessible and affordable to all organisations.





Aim four

Best practice will be embedded in the recruitment and selection of staff, consultants and volunteers across the sports sector. Sports bodies will be supported to implement the changes required to use the government's Disclosure and Barring Service (DBS).

Achievements

- The Sport and Recreation Alliance and the CPSU represented the sector's views in the consultation process prior to key changes in the Protection of Freedoms Act and the introduction of the DBS.
- The CPSU has chaired the CRB consultative forum for the sport and recreation sector since its inception. The CPSU continues to be the central point of contact with the DBS while stakeholder engagement processes are in transition.
- The Sport and Recreation Alliance and the CPSU have provided sport focused guidance, training and advice on safe recruitment and criminal records checks systems. Model rules for NGBs were jointly commissioned and made available on both organisations' websites. Several sector stakeholder events have been organised to promote the changes.
- Sportscoach UK has developed minimum operating standards for active coaches, which states its belief that all coaches should undertake a three hour face-to-face safeguarding workshop in the first instance and renew their training at three yearly intervals.

- A multi-agency process is in place to support the development of revised/new resources to ensure that the new DBS requirements and systems are incorporated into multi-partner sports activities – particularly those connecting with schools and the wider education sector.

Case study seven: Safe recruitment in sport

All National Governing Bodies and County Sport Partnerships that have met the safeguarding standards have structures and systems in place to ensure safe recruitment for all those who work with children in sport. This has been strengthened through training provided by the CPSU and its Risk assessment in safe recruitment training has been updated to reflect changes in legislation.

The sport and recreation sector consultative group has been the voice of sport with the CRB and Independent Safeguarding Authority (ISA). The group is chaired by the director of the CPSU and attended by representatives across the sector. The sector representative groups have not had meetings convened since the changes through the Protection of Freedoms Act and the DBS started. However communication from DBS is still shared through the sector groups. The CPSU and Sport and Recreation Alliance have continued to coordinate sports representatives to lobby and advise on issues concerning safe recruitment, particularly the introduction of the DBS and changes to practice in implementing criminal records checks. The CPSU and Sport and Recreation Alliance ran an event about DBS on 4 March 2013 and followed this up with guidance on defining supervision and regulated activity and developed model regulations on managing the

'applicant only' disclosure and using the 'continuous updating service'. In addition, the Sport and Recreation Alliance coordinated a multi-sport group to develop a *Safeguarding adults in sport* resource pack.

The CPSU continues to liaise closely with all the sports organisations with whom they work to provide support with this developing area, delivering guidance, training and updates as required.

What we still need to do: key themes and action points

Overarching themes

- Respond to the messages from the University of Edinburgh and the NSPCC report. This includes: understanding and addressing the safeguarding needs of elite young athletes; equipping people in sport to be aware of the needs of young people at risk of self-harm and suicide, and to take action to support them.
- Build the capacity of sports bodies to listen to children's voices – creating opportunities for them to contribute to decisions which affect them, and providing them with information about who they can turn to when they have concerns.
- Improve partnership working between sport and the statutory sector both at a strategic level, and when managing individual child protection cases. This will require the profile of sport's safeguarding progress to be made with statutory sector colleagues.
- Improve the consistency of case management processes through the development of a new model of case management and supporting resources.
- Need to engage statutory agencies with sports bodies more consistently, demonstrating that sport's contribution to safeguarding and promoting the welfare of children is essential.

- Learn from what we are doing and be able to measure the impact, sharing knowledge among all parties to respond to existing and new challenges in safeguarding.
- Strengthen the growing partnerships between research bodies and sport as part of the continuous cycle of improvement.
- Need to provide safe and enjoyable environments for children and young people that meet minimum operating standards such as Clubmark or NGB specific equivalents.
- Need to have seamless safeguarding arrangements across and between organisations that commission and run sports activities and events. Sports bodies need to be provided with practical tools to help them to make safe arrangements – with particular reference to implementing the changes required to use the Disclosure and Barring Service.



Membership of strategic group and task groups

Strategic group

Liz McMahon	Independent chair
Anne Tiivas	Child Protection in Sport Unit
Leila Al Kazwini (replacing Suzanne Glavin)	Sport England
Jemima Coates	UK Sport
Lee Mason	County Sports Partnership Network
Steve Boocock	Wiltshire and Swindon Sport/ Framework group
Mike Fisher	sports coach UK
Edward Procter	Sport Resolutions/Case management steering group
Claire Harvey	Youth Sport Trust
Steve Mitchell	Skills Active
Rob Simpson	Martial Arts Safeguarding Group
Sallie Barker	Sport and Recreation Alliance
Linda Plowright	Sports Leaders UK
Chris Ratcliffe	English Federation of Disability Sport
Sally Proudlove	Child Protection in Sport Unit
Dr Daniel Rhind	Brunel University/Research and evidence group
Alex Fulton	NSPCC
Paula Townsend	Department for Education
Barry Austin	Department for Culture Media and Sport

Framework group

Nick Slinn	Child Protection in Sport Unit
Jude Toasland	Child Protection in Sport Unit
Colette Eden	Rugby Football League
Denise Richards	Sport Nottinghamshire
Heidi Saxon	British Gymnastics
Jenny Dearman	Amateur Swimming Association
Mike Hamilton	British Orienteering
Ben Hollands	Sport Across Staffordshire and Stoke-on-Trent
Frances Bogie	England Netball
David Gentles	Pro-Active South London
Steve Boocock	Wiltshire and Swindon Sport/ Framework group

Case management steering group

Nick Slinn	Child Protection in Sport Unit
Carol Chamberlain	England Golf Partnership
Edward Procter	Sport Resolutions
Amanda Quirke	Local authority designated officer
Colette Eden	Rugby Football League
Kim Doyle	Independent Case Management Group member
Terry Sharpe	Association of Chief Police Officers
Anne Tiivas	Child Protection in Sport Unit

Research and evidence group

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David Turner	sports coach UK
Colette Eden	Rugby Football League
Dr Melanie Lang	Edgehill University

Skills and knowledge group

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Alison Sibcy	British Triathlon
Marc Scott	Boccia England
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Bianca Longorio	KentSport
Amy Fawcett	Sports Leaders UK
Jude Toasland	Child Protection in Sport Unit
Ellen Falkner	Youth Sport Trust

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CPSU is a partnership between NSPCC, Sport England, Sport Wales and Sport Northern Ireland. Visit the CPSU website www.thecpsu.org.uk and follow us on Twitter [@TheCPSU](https://twitter.com/TheCPSU)



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