



STANDARDS FOR CHILD WELLBEING  
AND PROTECTION IN SPORT  
Sharing Ideas and Good Practice

STANDARD 4: GIVING CHILDREN A SAY



safeguarding in  
**sport**  
stay safe and have fun

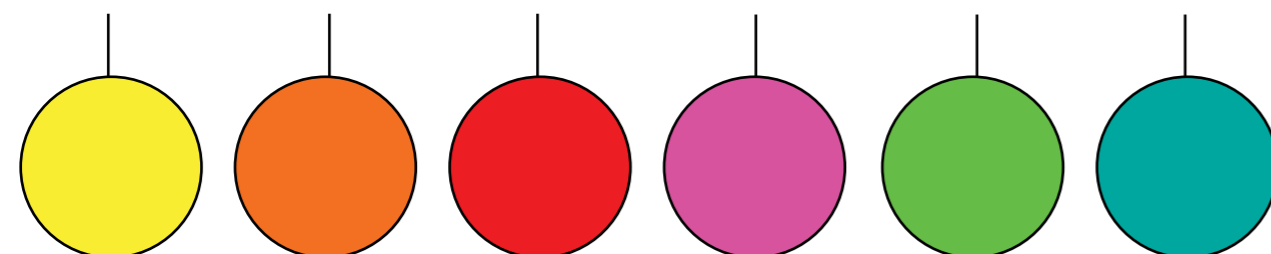
**sportscotland**  
The National Agency for Sport

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## KEY CATEGORY

Consultation on a specific topic	CYP advisory group/sub-group	Ongoing evaluation of sessions	Involvement in developing/delivery of training sessions	Member(s) of adult-led group (e.g. board, regional committee)	Peer support/education programme
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# WELCOME

Welcome to the first of a series of reports about the work that sports clubs and governing bodies of sport in Scotland are doing to safeguard and promote the wellbeing of children and young people (CYP) participating in their sport.

The purpose of these reports is to celebrate and share ideas and good practice happening across sport so that we can learn from each other to better protect children and young people. We hope this will be a way of helping to support the thousands of volunteers and personnel across Scotland who work tirelessly to deliver positive sporting experiences to children and young people.

These reports are published by the Safeguarding in Sport service, a partnership between Children 1st and **sportscotland**. We support sports clubs and governing bodies of sport across Scotland to keep children safe in sport by providing advice, consultancy, training and resources.

## Standards for Child Wellbeing and Protection in Sport

The work within these reports sit within the Standards for Child Wellbeing and Protection in Sport, a set of 8 Standards and related minimum criteria that every sports group or organisation should have in place to keep children and young people safe.

This first report focuses on Standard 4: Giving Children a Say, which is about the work that sports clubs and governing bodies of sport are doing to consult with and involve children and young people in decision making in their sport.

## Thank you!

Thanks to those that have contributed to this report - we hope this will be the start of a suite of information to support sports groups and organisations on their journey of continuous improvement in keeping children safe in sport.

## Further Information and Advice

For more information about the Standards for Child Wellbeing and Protection in Sport, please visit [www.safeguardinginsport.org.uk](http://www.safeguardinginsport.org.uk), or to contribute to the next report, please email [safeguardinginsport@children1st.org.uk](mailto:safeguardinginsport@children1st.org.uk)

For advice or information about a child wellbeing or protection concern, please **contact us on 0141 419 1156 or email us at [safeguardinginsport@children1st.org.uk](mailto:safeguardinginsport@children1st.org.uk)**

# Standards for child wellbeing and Protection in Sport

## THE CHILD

### Standard 1:

Every child is respected without discrimination

- We will treat all children with respect and without discrimination of any kind.
- We always challenge discriminatory behaviour by another child or an adult.

### Standard 2:

Every child's wellbeing is promoted, supported and safeguarded

- The best interests of the child come first when we plan and make decisions.
- We consider each child's circumstances individually and will always act quickly where there are concerns about their wellbeing.

### Standard 3:

Every child is protected from abuse when taking part in our sport

- We take all reasonable steps to keep children safe.
- We have procedures for people to raise and refer concerns from poor practice to possible abuse.



### Standard 4:

Every child has a say in our sport

- We involve children in decisions that affect them because we understand that taking into account what children say is important to their safety and wellbeing.

# Standards for Child Wellbeing and Protection in Sport

Safe • Healthy • Achieving • Nurtured • Active • Respected • Responsible • Included

## THE ADULTS

### Standard 5:

Volunteers and staff working with children have been through a suitable appointment and selection process and are considered appropriate to work with children

- As volunteers and staff play a key role in safeguarding children, they should be appointed via a suitably rigorous selection process and those in regulated work must be members of the Protecting Vulnerable Groups Scheme.

### Standard 6:

Volunteers and staff working with children are well supported to deliver our sport, whilst ensuring that children's rights are respected

- We provide all necessary information, guidance, training and support to anyone in our organisation working with, or who makes decisions about children.

## THE SPORTS ORGANISATIONS

### Standard 7:

The sports organisation is managed well and accountable for keeping children safe in sport

- We make sure that our policies and procedures are up to date and fully implemented.
- Our board/committee is accountable for all decisions made about children.
- We build relationships within and outwith sport that support us to safeguard children.

### Standard 8:

The sports organisation evaluates how it safeguards children and makes improvements where necessary

- We review the management of all child wellbeing and protection concerns and adapt what we do where necessary.
- We review our policies and procedures regularly to ensure they are fit for purpose.

# Scottish curling

## Future Leaders programme



Project Lead: Judith McCleary  
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- Category:
- CYP advisory group/sub-group
  - Consultation on a specific topic(s)
  - Involvement in developing/delivery of training sessions
  - Member(s) of adult-led group (e.g. board, regional committee)

### OVERVIEW

#### What is it about?

9 young people have been recruited as 'Future Leaders' to receive investment and support, and help shape the future of Scottish Curling. We saw an opportunity to provide a platform for young people to voice their opinions about the sport and become future Scottish Curling leaders and ambassadors. At Scottish Curling, we believe there is no better way to understand barriers, ideas and innovation than to speak to young people in the sport directly. We will look at development through the lens of young people as well as provide opportunities for leadership skill acquisition and implementation.

Future Leaders is a national programme, encouraging and enabling networking with new friends, athletes and inspirational people involved in curling. Each of the Future Leaders will receive a bespoke development programme, tailored to their particular skills and interests.

They have a mentor who they will meet at least 3 times in the year, who helps them to decide on their area of interest, complete their own personal development plan and provide ongoing support to reflect and develop their skills.

Through discussion with their mentor, Future Leaders can choose to become involved in a variety of opportunities including involvement in event management at national and international events such as the World Wheelchair championships and European Championship, delivering Try Curling sessions to local schools and also a Try Curling session to the **sportscotland** Youth Sport Panel and officiating locally or being part of the teams technical team at national events. They can also choose to be involved in media and communications such as running social media at various curling competitions, providing articles and content for Your Curler, for local tournaments and in person with the Scottish curling communication team. One programme member has been included in their local area curling development group and all receive training opportunities specific to their role eg UKCC Level 1; disability inclusion training.

The young people will also meet as a group 3 times per year to discuss and share ideas on the following:

- Barriers to participation in curling
- How to encourage people to participate in curling
- Club vision and direction
- Social media and communication in clubs
- Developing curlers - pathway and performance

Every programme participant has an individual development plan, which is reported 3-4 times per year and worked towards by the participant and their mentor.

As the mentors are also all staff members, a number of actions are taken from these meetings and are implemented in that area of the business's operational plan. For example, one of the suggestions was to have a dedicated coaching course aimed at young coaches and this action has been taken forward into one of the funding applications and is listed as a potential future event for calendar planning.

#### Who was the opportunity offered to?

Anyone who is a member of Scottish Curling and aged 16-24 years.

#### How was the opportunity advertised with children and young people

Via the Scottish Curling website and social media (Facebook and Twitter)

#### How many children and young people got involved?

9 young people (aged 16- 24 years) were recruited as Future Leaders for one year (if the project is successful, year 2 Leaders will be recruited in summer 2019, allowing an overlap)

#### What are the incentives for children and young people being involved?

They will be able to participate in a bespoke development programme, tailored to their particular skills and interests. They will have networking opportunities, recognition of their work on social media, in Your Curler, opportunities through the World Curling Federation and the provision of references.

### EVALUATION

#### How will the initiative be evaluated?

This is delivery year 1 - the programme will be evaluated at the end of the year - feedback will be taken from the young people, the mentors and the Board and will be both qualitative and quantitative. This will include actions and outcome/impacts as well as individuals' personal experience on the programme.

#### What are children and young people saying about it?

*"Carrying out Time Clock Operating duties has given me a feeling of responsibility in a game and I'll definitely be doing more timing in the future at every chance I get. I cannot thank everyone involved enough at making this fantastic experience at the European Championships happen"* (18 year old)

### OUTCOMES

#### What has been the outcome of the initiative?

Too early to tell however we believe that becoming a Future Leader is a great way for children and young people to get an insight into Scottish Curling and to provide them with experiences that will develop skills including organisation, communication, presentation, event management and leadership. It may also provide a different perspective to career opportunities.

As a role model and leader of young people, Scottish Curling Future Leaders will be able to influence and shape decision making whilst gaining skills that will enhance their CV.

### IN THE PIPELINE...

If this year proves successful., a second phase of recruitment of Future Leaders in Summer 2019.





## Scottish Football Association

### Youth Ambassadors of Change



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Category: ● CYP advisory group/sub-group  
● Consultation on a specific topic(s)  
● Ongoing evaluation of sessions  
● Member(s) of adult-led group (e.g. board, regional committee)

#### OVERVIEW

##### What is it about?

A group of young people chosen to represent the views and opinions of young people to the Scottish FA, and to give children and young people a voice on matters that affect them in Scottish Football.

The youth ambassadors have been recruited to work in specific areas to the benefit of young people involved in the game, regardless of where they are from, what part of the sport they love or are involved in.

The ambassadors are integrated into a variety of departments across the Scottish FA including Football Development, Refereeing, Girls' and Women's Football and Diversity and Inclusion.

Each young person gathers and brings the views of as many other young people as possible to their department, in order to help shape methods of engaging young people and achieving the long terms aims of the Scottish FA. The young people are encouraged to share their ideas with the staff they work with and some of these ideas are then presented to management for further discussion and implementation.

They also come together as a group 3 times a year to form the Scottish FA Youth Congress. This is a platform which offers the ambassadors the opportunity to present, discuss and debate hot topics that they care about. The group discusses the topics and share their feedback and insights. They then take any relevant feedback to their department and internal management for consideration.

Ambassadors are members of the programme for 2 years before a new group is recruited.

##### Who was the opportunity offered to?

16 – 25 year olds.

##### How was the opportunity advertised with children and young people?

A short video was created and widely distributed. The opportunity was advertised via the Scottish FA website and social media platform, via regional Active Schools contacts, via contacts within the Equality Recruitment list; through Child Wellbeing Officers within Member Clubs and the National Network and via Member Club's social media.

## How many children and young people got involved?

Currently there are 24 young people recruited, age range 16 – 25 years. (3 are under 18 years, the average age is 20). The young people from this new group, recruited in December 2018, have various roles including: regional youth ambassadors - one in each Scottish FA region; project youth ambassadors - these young people will define and create their own project; youth ambassadors - embedded within specific departments of the Scottish FA.

## What are the incentives for children and young people being involved?

Young people receive official kit (polo shirt & waterproof jacket), tickets to A squad games (Men's & Women's), & Men's U21's, travel expenses and training for the role.

## EVALUATION

### How is it evaluated?

The Youth Congress has a Chair's Group of 4 ambassadors who continually review their congress meetings and the work of the ambassadors. They then work with the Participation and Engagement Officer to undertake advocacy work both internally and externally on behalf of the youth ambassadors.

Internally the programme is evaluated by staff continually. Each ambassador has a mentor and all of these mentors come together a few times a year to review their work and share best practice.

## What are children and young people saying about it?

Feedback from young people involved: ***"Being under 18 in the YAOc Programme was daunting to start with as many of the other ambassadors were older than me, which was slightly intimidating. However, after the first couple of months I realised that there was no need to be nervous and my confidence began to grow. Being in the YAOc programme has increased my confidence massively in areas such as presenting to larger groups and holding conversations with people who are older than me."*** YAOc South East Region Youth Ambassador (16 years old when he started the programme in 2017).

***"I have had the chance to write content for the website and cover events on the social media platforms. After each activity, I am getting feedback and support from staff who have worked in the Scottish game at the highest level."*** YAOc (18 years) for Marketing & Communications.

***"There aren't many programmes, in my opinion, aimed at young people that are run more so for the benefit of the participant rather than the organisation. Of course, the YAOc programme is a great thing for the SFA, but it takes effort and funding. It's being done because the SFA want young people to have an increased impetus on the direction of the SFA. It's a programme which if you make the most of, will benefit you hugely."*** YAOc (20 years) for Performance & Performance Schools.

### What are staff/volunteers saying about it?

***I am really glad we have established the Scottish Football Association's Youth Ambassadors Programme. The natural connection between what matters to the youth ambassadors and what matters to Insight, has been of great benefit here at the Scottish FA.*** Scottish FA Insights Manager

***I greatly appreciate the programme as a whole and the young person that I was appointed to. The value that I felt it provided for both me as a manager and ambassador was very mutual in the way that the organisation got a committed, enthusiastic and ambitious person who grew in experience and effectiveness in the time she was with us, and for her, she gained that understanding of the working environment and rightfully used the opportunity to carve out a role for herself in full time employment in the sector.*** Scottish FA Head of Girls and Women's Game

## OUTCOMES

### What has been the outcome of the initiative?

Outcomes have been quite widespread and varied, they have included, but not been limited to:

- Changes made to Performance School Pupil Consultations, to better reflect young people's interests and development.
- Review of match day experiences at U21s games to be more engaging for children, young people and families.

- Research completed into parents 'Perceptions of the Game' and their likelihood to involve their children in football compared to other sports.
- The creation of a youth engagement sub-group for referees specifically The Youth Referee Ambassadors.
- Review of the scouting and coaching practices at Girls Performance Camps, based on feedback of young people (consultation and planning was done by youth ambassadors).

We have also been successful in upskilling our young people throughout their time in the programme and all would say they have left with more skills, experience and knowledge as a result. A 'growth in confidence' is often referred to as a key example of this.

Finally, while it is not an aim of the programme, the Association has now employed two of the youth ambassadors from the 2017-18 cohort. This has been a bi-product of the programme but can be seen as testament to the development and work place experience the young people have gained through the programme.

## IN THE PIPELINE...

Our new cohort of ambassadors have recently taken post, and among other things have already identified key pieces of interest around:

- The accessibility of facilities, especially for users with protected characteristics.
- Further support for young referees and how we retain them in the game.
- A broader variety of playing options for young people as they approach adulthood.
- How football can support the mental wellbeing of young people in Scotland.
- How we can make the experience of all young football fans better.

## Top Tip

A great resource we used when working on edits and evaluating our programme from the Sport & Rec Alliance, can be found here: <https://www.sportandrecreation.org.uk/governance/research-publications/Young-Board-Members>



# Camanachd Association

## Young Persons Development Fund



Project Lead: Ronald Ross  
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Category: ● Member(s) of adult-led group (e.g. board, regional committee)

### OVERVIEW

#### What is it about?

Mowi Scotland, a seafood company, is the sponsor of the senior and junior league in shinty. They have launched a new 'Young Persons Development Fund' where clubs can apply for up to £500.

The aim of the fund is to enhance opportunities and increase participation of children and young people within the club. Examples of what it has been used for is open days to market the club to the wider community; equipment such as portable goals for new clubs and training courses including for junior referees.

A young person, aged 17 years, sits on the panel, which is made up of 5 members. Other members include the Regional Development Manager/Child Wellbeing and Protection Officer, 2 board members and a Mowi Scotland representative.

The Camanachd Association (CA) approached this young person as he was local to where the panel would be convening and was a keen shinty player that represented the Scotland U17 team in 2018.

Approximately 30 clubs applied for the fund during the first two rounds of applications.

The young person was given time and space on the panel to provide his views on each individual application that had been submitted.

This was the CA's first endeavour into involving children and young people at governing body level. The idea was that this new initiative could be a simple starting point to involving young people in decision making.

#### What incentives were children and young people given to take part?

To have their say in the sport they play and love.

#### Who was the opportunity offered to?

Young people under the age of 18 years

#### How was the opportunity advertised with children and young people?

While this young person was approached for the panel on this occasion, the CA plan to advertise future opportunities more widely.

#### How many children and young people got involved?

1 young person, 17 years of age, is currently involved.

### EVALUATION

#### How is it evaluated?

'The plan is to seek feedback from the young person on how he has found it so far and if there is anything he feels could be improved in helping him to have a say. In addition, the adults views on how they have found having a young person on the panel being part of the decision making will also be sought.

### OUTCOMES

#### What has been the outcome of the initiative?

During the course of the panel meeting, it was noted that the young person appeared to grow in confidence as he became more vocal in putting his opinion across.

The hope, then, is that an increase in confidence in general will be one outcome. However it is too early to assess as there has only been one meeting held to date.

### IN THE PIPELINE...

The same fund will run again in 2019 with another two rounds of funding on offer to member Clubs and Associations.

It is our intention to advertise the position to other young people to sit on this year's panel meetings.



# Scottish Golf

## Young Persons Golf Panel



Project Lead: Gavin Forrester  
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Category: ● CYP advisory group/sub-group

### OVERVIEW

#### What is it about?

The Young Persons Golf Panel is being developed to involve children and young people in shaping the future of junior golf. The role of the panel will be to provide their own input as well as to engage with other young people in the sport and feedback their views to the SGB. They will be asked to share their likes and dislikes about golf, including what motivates them and what puts them off, what their ideas and perceptions are about being a member of a club, the incentives that would make them want to join a club and take part in competitions, if cost is an issue and so on. Scottish Golf hopes the panel will have an impact in:

- making golf more accessible to children and young people
- developing a new junior framework and shaping junior programmes
- developing meaningful resources on engagement of children and young people within golf
- the use of digital communication in reaching more children and young people in golf

Panel members will sit on the panel for 2 years, following which a new panel will be recruited.

Internally the staff at Scottish Golf formed a small working group to initially pull together a strategy for how young people can influence the game of golf in Scotland. Following this a recruitment and selection process was implemented which involved advertising the opportunity nationally across various social media channels, shortlisting then conducting a number of face to face and online interviews. Everyone interviewed received a phone call to inform them of the decision, successful or not.

The first panel meeting took place in January 2019. The morning was spent doing a number of fun activities including Segway's, golf challenges and team building activities. In the afternoon the panel created a code of conduct which set out the expectations of themselves and fellow panel members during their time together. They also had an opportunity to discuss how they wanted to communicate with each other and Scottish Golf and set up an online communication group.

Following the first meeting the panel were asked by Scottish Golf to attend a regional junior forum and present their thoughts and ideas on junior golf to a number of club Professionals, volunteer coaches and junior organisers.

The date of the next panel meeting has been set in Stirling where, after a morning of activity the panel will set to work on how they are going to be involved in Solheim Cup activity which is coming to Gleneagles in September.

#### Who was the opportunity offered to?

Children and young people aged 14 to 23 years.

#### How was the opportunity advertised with children and young people?

- Opportunity advertised with clubs across Scotland, Active Schools Network, colleges and universities, Scottish Disability Sport, other SGBs, Young Scot
- Via email, press release out to local and national media, Twitter and Facebook
- On Scottish Golf Website

#### How many children and young people got involved?

12 children and young people got involved - 7 boys and 5 girls ranging in age from 14 to 22 years.

#### What are the incentives for children and young people being involved?

- Opportunity to shape future of the sport in the first initiative of it's kind in Scottish Golf; being involved in a national project; helpful for CV and UCAS applications.
- All travel expenses and activities (e.g. team building) fully paid
- Branded clothing and goodie-bag provided
- Refreshments provided on meeting days.
- Opportunity to attend/support national golf events

Here are some of the young people voicing their reasons for getting involved in the panel: <https://www.scottishgolf.org/scottish-golf-launch-the-young-persons-golf-panel/>

### EVALUATION

#### How is it evaluated?

A strategy to evaluate the programme is currently being developed.

### OUTCOMES

#### What has been the outcome of the initiative?

Baseline information with regards to junior membership and engagement in coaching courses, including numbers involved and their experiences, is to be gathered in the first instance. This will then be monitored in order to determine the long term impact for children in these areas.

### IN THE PIPELINE...

Over the next two years the panel will conduct surveys and focus groups among young golfers and non-golfers, have input into creating a new leadership programme for secondary schools and influencing the future delivery of club programmes and events/competitions for young golfers at all stages of the pathway.

### Top Tip

There is a large amount of information already available regarding setting up a youth panel in sport. We capitalised on this and adapted this information to golf.







# Scottish Gymnastics

## Gymnast Ambassador Programme



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- Category: ● Involvement in developing/delivery of training sessions  
● Peer support/education programme

### OVERVIEW

#### What is it about?

The aim of this initiative is to inspire gymnasts of all levels, helping them to work together to overcome setbacks and embrace challenges.

Five ambassadors have recently been recruited to work with younger gymnasts including those that have been selected onto Performance Pathway Programmes across all disciplines. Part of their role is to present workshops on SG's Talent Principles and Athlete-Driven Profiling. They will talk to Performance Pathway gymnasts, and help them to understand the talent principles of gymnastics, explaining what they mean and how gymnasts can use them in their development.

The thinking is that younger gymnasts are more receptive to hearing those messages from role models closer to their age and who are active or have been recently active in their sport at a high level.

The ambassadors can bring the principles to life by sharing their experiences of how they've dealt with training, travel, school work, exams, injury or even going through a growth spurt.

In addition to this work, their role also involves engaging with other gymnasts during club visits to help them to understand the talent principles of gymnastics, carrying out school visits to talk to children on how gymnasts can help them in their development, and they will also have a role in dealing with media requests.

The ambassadors will receive specific training to be able to deliver the messages effectively and confidently. The training will enable each Gymnast Ambassador to fully understand each of the Talent Principles to make the messages more specific to them when delivering the workshops.

#### Who was the opportunity offered to?

Young people over 16 years of age, who have competed at Senior level at an International event for Scotland and/or GB.



#### How was the opportunity advertised with children and young people?

Information about the Gymnast Ambassadors Programme and its terms of reference, was produced in a written format and advertised on the Scottish Gymnastics website, Round Off and Springboard newsletters and via social media (Facebook, Twitter and Instagram).

#### How many children and young people got involved?

5 in total were successfully appointed - 4 girls and 1 boy ranging from 17 to 25 years

#### What are the incentives for children and young people being involved?

The young gymnasts are able to share their own experiences with peers which helps build their confidence, social and presenting skills. They are also given the opportunity to attend bespoke training courses, in addition to being given a Scottish Gymnastics training kit, and their travel expenses.

### EVALUATION

#### How is it evaluated?

The recruited pool of gymnast ambassadors will be reviewed annually on their effectiveness at events or activities allocated to them. Where they wish to continue in the programme, attendance will be required at an annual refresher training workshop organised by SG.

A full evaluation of the programme is also due to take place in March 2020.

#### What are parents/carers saying about it?

*"listening to gymnasts who have been there, done that, makes it more real for younger ones, who might believe them more than their mum or dad who're just trying to say the same thing!"*

*"...to have role models from across Scotland inspiring them is an exciting thing for the gymnasts to have"*

#### What are staff/volunteers saying about it?

*"Our five gymnast ambassadors have already demonstrated how important a role they have within Scottish Gymnastics. Every one of them have represented Scotland and/or Great Britain in their discipline and have great stories to pass onto the next generation of gymnasts...they will hopefully inspire them to believe in themselves..."*

### OUTCOMES

#### What has been the outcome of the initiative?

Programme is in its infancy so outcomes have not yet been established, however the hope is that the gymnast ambassadors will be positive role models for other children and young people. This will help to prepare them for their journey in the gymnastics pathway, providing them with information that is relevant and accessible and as a consequence, contributing to the outcome of increased knowledge of the process and confidence in their gymnastics journey. It is hoped the gymnastic ambassadors themselves will further develop their confidence in addition to their social and presenting skills.

# Scottish Gymnastics

## New Youth Forum in Development



Project Lead: Sam Hendrikson  
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Category: ● CYP advisory group/sub-group

### OVERVIEW

#### What is it about?

The vision for the youth forum is that children & young people's views inform & influence the aims, values and development of Scottish Gymnastics

The role of the forum is set out as:

- To work as a collection of children & young people with SG staff to advance the Scottish Gymnastics strategic plan, developing our communications and programmes across key functional areas of the organisation
- Influence the wider sporting agenda through key partners and stakeholders and the importance of sport on the lives of young people
- Identify and develop the future leaders of our sport in Scotland
- Increase the profile and reputation of Gymnastics in Scotland across the UK and further afield
- Provide an interactive platform for the SG staff team and our membership to network and offer collaborative approaches to areas of work, share knowledge and expertise
- Provide learning & development opportunities for young people, developing key transferable skills for their future development

- Act as a key advisory group for staff, Board sub-groups and Scottish Gymnastics Board of Directors; it is key that we establish a board champion for young people who can connect to the Gymnastics Youth Forum and then update at board meetings on progress and influence.

Some of the key discussion areas for the group will include:

- Participation Strategy - e.g. what makes a great club, discipline development
- Stay Safe & Have fun poster for clubs - design and content consultation
- Events strategy - Gymnast experiences at Scottish Gymnastics events
- Role of young people in Sport and Coaching as a Career

There is a named Board Champion who is one of the General Directors (an adult) for the gymnastics youth forum, who attends all board meetings to ensure Board connect.

3-4 meetings will run each year and each meeting will have a thematic / project focus based on areas of the strategic plan and new areas of activity moving into the next cycle of the strategy. Positions on the group will be held for 2 years.

The Head of Performance and Education leads on the initiative. A cross team working group with relevant individuals

from safeguarding, development, education, communications and events has been set up to take it forward.

#### Who was the opportunity offered to?

10-24 year olds

#### How was the opportunity advertised with children and young people?

Information about what the group was about and it's terms of reference, was produced in both a written and video format with appropriate language for young people to understand, promoted via our social networking and membership communications.

A more detailed document was produced for parents to understand what the forum was about and what would be expected of their child.

#### How many children and young people got involved?

12 young people - 2 Male, 10 female - aged between 10 years and 23 years of age.

#### What are the incentives for children and young people being involved?

The opportunity to have their say in shaping strategy and developing child-friendly resources. The young people on the forum will be given a Scottish Gymnastics training kit and their travel expenses in addition to the opportunity to attend relevant training.

### EVALUATION

#### How is it evaluated?

Process for the monitoring and evaluation of this initiative currently being developed. An annual review will take place to measure the ways of working and how it is for the young people involved so appropriate interventions can be applied to improve operations.

#### What are parents/carers saying about it?

*"As a parent, the youth forum is a great opportunity for young people, especially primary school age, to have a direct opportunity to have their say in their own words and through their experiences, share ideas and views to shape gymnastics for the benefit of their fellow gymnasts."*

#### What are staff/volunteers saying about it?

*"It makes sense..that we listen to what young people have to say about everything that involves them in our sport. They've chosen gymnastics to be their sport, so should have a say in helping shape things now and for the future..."*

*"We need to know how they view gymnastics and our organisation, and how they feel we communicate to them as members - in fact, do they really know who we are and what we do? They'll tell us, and we can then work on improving how we operate to benefit all our members of all ages."*

### OUTCOMES

#### What has been the outcome of the initiative?

##### Youth Forum

The project is in its infancy, however the hope is that the outcomes for children and young people who are members of the youth forum will be that their confidence develops, they feel respected, heard and listened to and can see that their opinions matter. We hope that this process will also play a part in developing the future leaders within the sport.





Project Lead: Tony Penfold  
 Head of Business Delivery  
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Category: ● Ongoing evaluation of sessions

### OVERVIEW

#### What is it about?

Within two of our programmes, opportunities are provided for children and young people to provide feedback on their experience. The programmes are Skill sCool (this is a non-competitive, skill development event designed for a young judoka's first experience outside of the club environment) and Judo Girls Rock (JGR) (JudoScotland's 'girls only' judo programme that addresses potential barriers to female participation).

Feedback is sought in 3 main areas at each Skill sCool event and periodically throughout the JGR programme, and in a manner that is both engaging and appropriate for the children and young people:

- Cognitive development** – e.g. *“how much/ what did you learn?”*
- Physical activity** – e.g. *“how tired were you in each activity?”*
- Emotional & social development** – e.g. *“did you make new friends? How much fun did you have? Could you complete the task? etc”*

They are also asked if there is anything they can think of to improve the activities in any way.

The feedback is captured in different ways, for example:

- A series of questions using a scale of 'smiley faces' post activity is completed with the children and young people
- Peer group exercises such as participants designing posters that focus on specific themes e.g. what they love about judo, ground rules for the session etc
- Feedback forms are completed with parents

All feedback is collated and fed back to the project team (Regional Development Officers, Membership Development Executive and Regional Team Leads) for discussion and, where appropriate, implemented. Examples where the feedback was taken on board includes the ground rules for the session being set by the young people at the JGR and an adjustment to the time of the Skill sCool events.

#### Who was the opportunity offered to?

1. All young members (Average age -14 years) participating at 'Skill sCool' events and their parents?
2. All young female participants within the 'Judo Girls Rock' programme (will be widened to parents in the future)

#### How was the opportunity advertised with children and young people?

The classes themselves are advertised through various means including the Judo Scotland Website, social media platforms (Facebook, Twitter and Instagram) and the Club newsletter which is emailed out to all member clubs. All children and young people who attend are given the opportunity to evaluate the classes through the methods highlighted above.

#### How many children and young people got involved?

Average attendance = 240 children and young people per year

### EVALUATION

#### How is it evaluated?

Both initiatives are continuously evaluated (as a whole) using a variety of methods:

- Impact Assessments
- Membership reports (growth re JGR activity)
- Membership engagement reports (where we monitor the engagement of the membership in 'additional activities' to club sessions)
- Partnership evaluation reports (some partners have conducted their own evaluations)
- Partnership & stakeholder interviews (we commissioned the production of two short promotional films within which parents and participants were 'interviewed and provided 'sound bites'.

In addition, the quality of the feedback is continuously evaluated in terms of the future impact of the programme.

Where we need to improve is in the communication to the children and young people of the 'higher level' impact that they have had – we need to show them that they have had a direct effect on how their initiatives have developed.

### OUTCOMES

#### What has been the outcome of the initiative?

In both projects the numbers continue to grow as the children and young people become more involved and the success of the initiatives is communicated to the wider membership. We do feel that children and young people having a voice and being listened to has contributed significantly to the increase in participation in both initiatives. Once they realise that their opinion is valued, we believe that the children and young people become confident in discussing and communicating their thoughts.

We experienced many young people who possessed a deep rooted belief that no one really listens to them or *“takes us seriously”*. We are trying very hard to prove them wrong!

### IN THE PIPELINE...

Communicating with children and young people about how we have made changes based on their feedback.

We plan to continue to monitor the impact of the programme but refine the questions around the emotional and social development of participants.

We appreciate that we are still in the early stages of embedding these practices within our sport and would welcome the opportunity to work with other organisations to further develop in this area.



# Scottish Squash

## Regional Committee Youth Members



Project Lead: Morva McKenzie  
Child Wellbeing and Protection Officer  
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Category: ● Member(s) of adult-led group (e.g. board, regional committee)

### OVERVIEW

#### What is it about?

Young people have a place round the table at regional committee panels which is an avenue for members to provide feedback on behalf of their club on any issues/areas of collective interest. The remit of the Regional Committees is to follow and support the policies of Scottish Squash, to have an open two-way dialogue for the sharing of information and to provide representation on the Board of Directors. Regional Committees often share ideas and seek advice from Scottish Squash on matters of junior coaching, membership and child protection.

Topics that the panels have been reviewing include coaching, safeguarding and equality. The panels generally come up with their own agenda and topics of interest, however the SGB can also raise agenda items.

Part of the agenda for the panels is specifically set aside for the young person to be given an opportunity to put forward questions and be asked questions. An example of this is a young person explaining that the cost of travelling to events can be difficult for some families and asking the regional committee to consider an application process to assist. This was subsequently passed to other regions for consideration.

The club that the young person attends has an adult representative present too, so there is at least one person they know, however often they know many of the adults round the table from playing in the sport.

#### Who was the opportunity offered to?

Young people invited from clubs within relevant region - in previous years it has been 17/18 year olds but they tend to go to college/university and not stay on regional committees for long so we extended the age range requesting that regions consider 16 year old squash players identified by local clubs.

#### How was the opportunity advertised with children and young people?

Currently specific young people are approached by the clubs represented on the regional panels and asked if interested. Due to problem of young people heading off to university the decision has been taken to increase the age to under 25.

#### How many children and young people got involved?

There are 6 regional groups of which there are 3 that have a young person represented.

### EVALUATION

Currently young people attend with an adult representative from their club and give views to them. They also know the lead CWPO at Scottish Squash who will informally meet with them several times a year to discuss experiences.

### OUTCOMES

#### What has been the outcome of the initiative?

Our recent 'Girls do Squash' campaign was a result of a 16-year-old girl squash player raising the issue of girls in the minority in squash which resulted in Scottish Squash looking at the Girls do Sport campaign and launching from there. A campaign group was set up at a high school in the West Region (Notre Dame), developed and continues to be rolled out across Scotland.

The girl who raised the issue is part of the performance group, and was involved in launching the campaign and speaking to groups of girls at Notre Dame and thereafter involved in taking the Girls do Squash campaign to regions across Scotland. This appeared to be a huge confidence boost for the girl concerned.



# Scottish Squash

## consultation on Player Welfare Leaflet



Project Lead: Morva McKenzie  
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Category: ● Consultation on a specific topic(s)

### OVERVIEW

#### What is it about?

At the end of last season, the CWPO developed a player welfare leaflet for young people. This lists what is expected of the coach and what is expected from the players. Also included are contacts if the young person needs to speak to someone. The leaflet was taken to 4 squads for consultation to ask if the young people felt the information covered everything of relevance and did they like the look of it.

The young people agreed with the content and graphics in general with a few minor changes suggested. One young person suggested that the leaflet could include a QR code which can be scanned to bring up a list of information from the Scottish Squash website, including the child protection policies. Their suggestions were all taken on board, following which, the leaflet was distributed with a presentation from the lead CWPO and followed up with an email to all parents.

When the leaflet was officially handed out, all the young people were keen to check the QR scanning process.

To date the leaflet has been disseminated to the national squads but will be rolled out to clubs in the future.

Who was the opportunity offered to?  
Young people in 4 squads who were there on the particular dates the CWPO attended - range of ages from 16-22 years. Around 160 children.

#### How was the opportunity advertised with children and young people?

All young people attending squad training on particular dates took part in the consultation.  
4 squads were involved – Talent Squad, Youth Talent Squad, Performance Squad and Girls Squad.

#### How many children and young people got involved?

160 children, age range from 16-24 yrs

### IN THE PIPELINE...

Scottish Squash is looking to explore the potential for young people to sit on the board or alternatively look at ways that young people can feed their views into relevant board discussions.



# Scottish Target Shooting

## School Pistol Championships: Evaluation



Project Lead: Jacqui Dunlop  
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Category: ● Ongoing evaluation of sessions

### OVERVIEW

#### What is it about?

During the School Pistol Championships, Scottish Target Shooting set up an evaluation display as a way of seeking the views of children and young people who attended the competition.

The display was set up in a user friendly way asking the children and young people on a scale of 1-5 (low to high) how they felt the day had gone for them. 5 sheets of A4 each with a number on it were put up on the wall above a roll of paper for the children and young people to draw a tick. Emojis were also provided as a visual, alongside the numbers.

Children and young people were also asked to anonymously write on a post it note why they had evaluated it in the way they had and stick this under the number they had ticked.

Next to the evaluation display was a poster with the heading 'any concerns?' and the CWPO's name and contact details.

#### Who was the opportunity offered to?

Children and young people attending the Scottish Schools Pistol Championships – P6 – S6 pupils.

#### How was the opportunity advertised with children and young people?

The display set up in the hall and the opportunity to evaluate the session was communicated to them by the coaches during the session.

#### How many children and young people got involved?

This was at a school event, so the actual amount of children and young people will vary, however approximately 30 children got involved this time.

#### What are the incentives for children and young people being involved?

We haven't given direct feedback as yet but will be implementing what their feedback was. When we run the event next year, we will be saying that we have taken on board their suggestions and have moved to another venue.

### EVALUATION

#### How is it evaluated?

The results of this very first evaluation were analysed and a decision made to act upon some of the comments relating to the venue.

#### What are staff/volunteers saying about it?

*"The feedback from the participants will enable us to make the event a better experience for all those attending, and we hope to build on the success year on year, taking on board the feedback from our competitors".*

### OUTCOMES

#### What has been the outcome of the initiative?

Children and young people mentioned that they found the venue too cold and dark and as a result Scottish Target Shooting will be holding the next event in a different venue. This highlights that children and young people and their views are genuinely listened to and respected.

### IN THE PIPELINE...

We will be continuing to evaluate our sessions at competitions, and will also be evaluating our squad sessions.



# Rangers Football Club

## Safe & Sound consultation



Project Lead: Arlene Sinclair  
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Category: ● Consultation on a specific topic

### OVERVIEW

#### What is it about?

A consultation - Safe and Sound - was initiated following safety concerns about getting children home on their supporters' bus and if any issues arose, what the course of action should be and whose responsibility it was. These concerns prompted the CWPO to set up a consultation with children and young people of the Rangers Supporters Club to ask them what their safety concerns were around a match day and how they would like to see them addressed. The session was organised to take place in the stadium an hour before a game.

Consent forms were emailed out to parents/carers and they were asked to sign them to consent to their child taking part and having their photograph taken. Participants were asked to bring them along on the day, however there was also an opportunity to complete them at drop off.

- A quick get to know you activity took place which got the young people relaxed and talking with each other (each young person told the group their name, age and favourite Rangers player (past or present)).

- The young people were asked to have a chat with the person next to them about a time when they felt afraid/scared, what they did and what they learnt from the experience.
- The children were split into two groups and given a map of the local area and asked 'what makes you feel unsafe?' They were given sad faces to highlight these areas. They were then asked to have a conversation about where each sad face had been put and come up with a solution as to how this could be improved. Once they had come up with a solution for each point, they stuck a thumbs up sticker there. Discussion as a full group followed.
- This exercise was repeated, this time with an image of Ibrox stadium
- They were then asked to come up with a twitter hashtag for the group which they agreed as: #wearetheyoungpeople

Photographs were taken showing the young people working as well as posing for a photograph as a group wearing Rangers Manager, Steven Gerrard, masks.

The experience was shared on the Supporters Liaison Twitter account to highlight that the club is engaging and listening to children and young people. It received 67 likes and had 9 retweets within the 24 hour period following the consultation.

The young people who attended the consultation were told that the information will be written up and sent to staff within the relevant areas to see what actions can be taken as a result of their input. This information will be fed back to the group.

#### Who was the opportunity offered to?

Children and young people under the age of 16 years who were members of the Rangers Supporters Clubs, Soccer Schools, general fans

#### How was the opportunity advertised with children and young people?

- CWPO sent an email to the Supporters Liaison Officer (SLO) who interacts with fans and supporters clubs across the country. There are approximately 9000 children and young people under the age of 16 who are season ticket holders.
- The SLO was able to send out a request, on behalf of the CWPO, for children and young people to get involved by email to parents/carers.
- The CWPO attended soccer camps that were running in the school half term and approached parents and coaches to inform them of the consultation.

#### What incentives were children and young people given to take part?

They all received a goodie bag each to thank them for taking part, however, there was no offer of incentive prior to the consultation; these were unexpected gifts as thanks. During the session they received juice and drinks.

#### How many children and young people got involved?

7 children and young people, who did not know each other, attended the session. (11-16 years old, 3 girls and 4 boys)

### EVALUATION

#### How is it evaluated?

CWPO emailed the parents of 4 of the young people asking for feedback from the young people on the session delivered and how these may be improved in the future.

#### What are children and young people saying about it?

***"It is good to let children have a voice about the club, to be able to contribute to things that are***

***happening. That someone is listening to us."*** 11 year old boy

***"An exciting chance to chat with other young people about the experiences we have at Ibrox and how to make them even better. Can't wait til the next one!"*** 14 year old girl

***"Personally I think there was a good amount of kids there. Could be more to get more input from other kids. There were important views raised. No pressure. I think there could have been more time as not everything was talked about"*** 15 year old boy

#### What are parents/carers saying about it?

Following the event, the parent/carer of every child in attendance either called or emailed to say that the children had enjoyed the session. ***"My son enjoyed the experience, thank you for having him there. It is great for the young ones to feel involved."*** Dad of 12 year old boy

***"The kids are the future of our sport. Good to see them being listened to."*** Dad of 15 year old boy

### OUTCOMES

#### What has been the outcome of the initiative?

None as yet because the consultation was very recent but it is hoped that the resulting actions from the event will lead to positive outcomes for children and young people in relation to feeling safer going to games. The actions to date have included the exploration of a crossing at a busy roundabout and further notices regarding safety being put up within the stadium (in particular) toilet areas regarding 'vaping' and the harm/discomfort to young people/young supporters - both issues raised by the group.

### IN THE PIPELINE...

1. Future consultations  
Following the success of this consultation, the CWPO plans to run a similar session with the same group regarding safety at away grounds followed by safety on overseas trips.

2. Children/Young People's Panel  
There are also plans to recruit a panel of children and young people, in 2019, to be the voice of children and young people across the club. The cost of funding this is being explored through applying to the Rangers charity and through potential sponsorship.



# watch this space

Tennis Scotland, in partnership with the LTA, has just launched an app 'My Concern' which allows any individual in tennis to report a concern online. Plans are afoot to produce a leaflet specifically for children and young people which will include a QR code to link to the app. Hear about how it is progressing in the next good practice report.

The board of the Scottish Volleyball Association has recently agreed to a Youth Panel being set up, with the primary focus of supporting the ongoing development of the Flying Scots - the U16/U17 boys & girls National teams programme,. A 17 year old volunteer is leading on the formation of this group.

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