Gender-Sensitive Safeguarding Resources

Safeguarding encapsulates all actions taken to promote safe sport and to prevent, reduce, and respond to violence, harassment and abuse. Adding a gender-sensitive lens to safeguarding means acknowledging gender norms, roles, and inequalities, and actively incorporating them into your safeguarding approaches.

While all athletes can experience harm in sport, gender and sexual identity can influence vulnerability to different forms of harm. For example, women and girls are disproportionately affected by sexual harassment and abuse, while men and boys are more likely to experience physical violence, and LGBTQ+ athletes face elevated risks across multiple forms of interpersonal violence. Gender-sensitive safeguarding practices address these unique risk factors and reflect the needs of people of marginalised genders while seeking to create safer sports environments for all.

This resource list will help you implement gender-sensitive safeguarding by taking actions aligned with each of the 8 International Safeguards, including specific resources for addressing gender-based violence and LGBTQ+ inclusion.

Safeguard 1 – Have a Safeguarding Policy

The Ann Craft Trust - Policy Templates
The Ann Craft Trust is the UK's leading charity for safeguarding adults against abuse and neglect, and supports sports organisations to advance their safeguarding approaches. Their website offers a selection of resources to guide sports organisations in creating policies and procedures, including policy templates, tips for how to write, implement and review safeguarding policies, and much more.

Play By The Rules - Policy Templates
Play by the Rules is an Australian organisation supporting fair play and respect in community sport. They offer templates for a range of policies, including DEI and complaint handling.

The Athlete Survivors Assist - Recommended Policies to Prevent & Respond to Athlete Abuse
The Athlete Survivors Assist (or The Assist) is a survivor-led and US-based organisation working to tackle sexual violence in sport through awareness, accountability and transparency, with a focus on trauma-informed approaches. This page lists recommended policies for sports organisations to implement.

Safeguard 2 – Systems & Procedures to Respond to Safeguarding Concerns

The Ann Craft Trust Safeguarding Policy & Procedure Templates
Ann Craft Trust offers templates and guidance for safeguarding procedures, including receiving reports, recording and responding to concerns, making referrals, and more.

Case Management Resources - CPSU
The Child Protection in Sport Unit (CPSU) provides a series of helpful resources for case management, including:

- Reporting concerns
- Temporary suspension letter template
- Incident reporting form
- Accident reporting form
- Bullying report form
- Lost/found child form

Kyniska Advocacy - Guide to Trauma-Informed & Athlete-Centred Disciplinary Processes
Kyniska Advocacy is an athlete-led safe sport organisation in the UK, which has provided this guide to improving disciplinary processes in trauma-informed ways.

This Girl Can - Resources
This Girl Can is an initiative by Sport England to increase women's participation and representation in sport. They provide a selection of resources to help sports organisations implement or improve policies and procedures for responding to sexual harassment, based on insights from women.

Voices in Sport - Good Practice Guide
This document provides guidance for sports organisations of all sizes for preventing and responding to cases of sexual violence in sport.

Safeguard 3 - Advice & Support for Safeguarding Yourself & Others

Safe Sport International - i-Protect Courses
Safe Sport International's range of free e-learning courses includes specific courses for parents & families, safeguarding officers, and club management.

CPSU - Support for the Safeguarding Lead
Guidance for safeguarding professionals to practice self-care and understand the risks to their wellbeing in this work.

The Assist - Trauma-Informed Sport for Institutions
This guidance includes information on how to take a trauma-informed approach, including actionable strategies sport organisations can take to create safer environments.

African Sports Council - Safeguarding Practitioners Guide
A comprehensive resource for sport safeguarding practitioners in Africa.

Sport GVP - Resources for Gender-Based Violence Prevention in Sport
The Sport GVP project is a collaboration between several European Universities to create practical solutions for preventing and responding to gender-based violence in sport. It involves a structured set of activities to share knowledge and resources.

- Training Curriculum on Gender-Based Violence in Sport
- Toolkit for the Prevention of Gender-Based Violence in Sport

Centre for Sport & Human Rights - Roadmap to Remedy: Effective Responses to Abuse in Sport
The Centre for Sport & Human Rights created the Roadmap to Remedy to address the often inadequate, unsafe and ineffective mechanisms for investigation and resolution in sport. It includes guidance for how to conduct safe, trauma-informed and human rights compliant investigations, engage with affected persons, and understand the right to remedy in the context of abuse in sport.

Pride Sports - Must Do's
Pride Sports works to improve LGBT+ inclusion and challenge homophobia in sport in the UK. This guidance contains best practices that sports clubs must have in place, including special considerations for LGBT+ youth, and links to example policies and initiatives from sports clubs.

Mermaids UK - Including Young LGBT People in Sport
Mermaids is a UK charity and advocacy organisation that supports trans and gender-diverse youth. This document provides their guidance for including and safeguarding LGBT youth in sport.

Play By The Rules - Tips for the Inclusion of Trans & Gender-Diverse People in Sports
This resource provides support to community sport clubs to advance their practices and behaviours to create sporting environments where trans and gender diverse people are included and welcomed.

Resource Hub – Proud2Play
Proud2Play is an Australian charity working to advance LGBTQ+ inclusion in sport. Their resource hub includes an online course and guidelines for Inclusion.

UN Women - Tackling Violence Against Women and Girls in Sport
This handbook provides guidance for sports authorities and organisations to understand and address violence against women and girls, with concrete recommendations.

Safeguard 4 – Risk Management to Reduce the Possibility of Harm

Safe in Sport - Guide for Conducting Activity Risk Assessments
Filter the Safe in Sport resources by 'risk assessment' to access this template.

Risk Assessment Resources – CPSU

- Guidance for Investigation & Risk Assessment
- Risk Assessment Template for Activities

Safeguard 5 – A Code of Conduct with Guidelines on Behaviour

Play By The Rules - Policy Templates
Play By The Rules' policy templates include codes of conduct for various groups.

We Ride Together - Safeguarding Essentials Template Package
We Ride Together advocates for the elimination of sexual abuse in youth and amateur sports. This guide supports organisations in creating safeguarding essentials through an athlete-centred and trauma-informed lens.

Safeguard 6 – Safer Recruitment Practices & Ongoing Training

Ann Craft Trust - Safe Recruitment Processes
Best practices for recruiting and vetting individuals working and volunteering in sport.

Council of Europe - Guidelines on safer recruitment in sport: Human rights-compliant screening of professionals and volunteers in contact with children
This guide helps sports organisations to improve safe recruitment practices in a way that aligns with international human rights standards.

We Ride Together - Hiring Best Practices
Guidance on conducting background checks and references, implementing safeguarding into job descriptions, and checks and balances for those in positions of power.

Safeguard 7 - Partnerships that Support the Implementation of Safeguards

Safe in Sport - Partnership Resources
Safe in Sport resources include internal and external safeguarding communication templates, and a strategy to help supporting organisations advance safeguarding. Filter the Safe in Sport resources by 'partnerships and communication' to access these resources.

CPSU - Referral to Statutory Agencies
This resource provides guidance on working with statutory agencies to make referrals.

Safeguard 8 – Ongoing Monitoring to Identify Improvements or Patterns of Risk

CPSU - Sport Safeguarding Self-Assessment Tools
This resource includes separate assessment tools for essentials, advanced level, and events.

Safer Grassroots Sport - Safe Sport Self-Assessment Tool
The 'Safer Grassroots Sport' project was coordinated by the National Olympic Committee of Portugal to contribute to safer and more inclusive grassroots sports environments. The self-assessment tool is available in 7 languages and provides feedback as well as links to resources for improvement.

Ann Craft Trust - Safeguarding Adults Roadmap
This roadmap helps sports organisations to understand what steps they need to take to create safer sporting environments by breaking the process down into manageable stages, so you can understand your current position and what you need to do next.

Ann Craft Trust - Culture in Clubs & Groups Self-Evaluation
This resource provides suggested questions for sports clubs to evaluate their culture and identify potential areas of improvement.

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