



# Training for Internal Staff and Coaches

---

Everyone in contact with girls has a role to play in their protection. They can only do so confidently and effectively if they are aware of and have the necessary understanding of key principles of protection, and the opportunity to develop, practise and implement key skills. Therefore, you should ensure that every individual in your organisation that has regular contact with the girls receives annual safeguarding training. This may include basic safeguarding training delivered as part of the staff member or volunteer's induction or annual update.

Additionally, having guidelines on recruiting coaches, facilitators and other staff (including volunteers) is crucial to creating a safe environment for girls in your sport programme. When recruiting potential staff, make sure to have a standardised process that includes background checks for both male and woman coaches. Check not only with local police but also with the community and make sure that the coach would be an ideal role model or mentor for the programme. If you do have female participants and male coaches, make sure that you hire enough woman coaches or facilitators so that there is at least one female adult in each group coached by a male.

