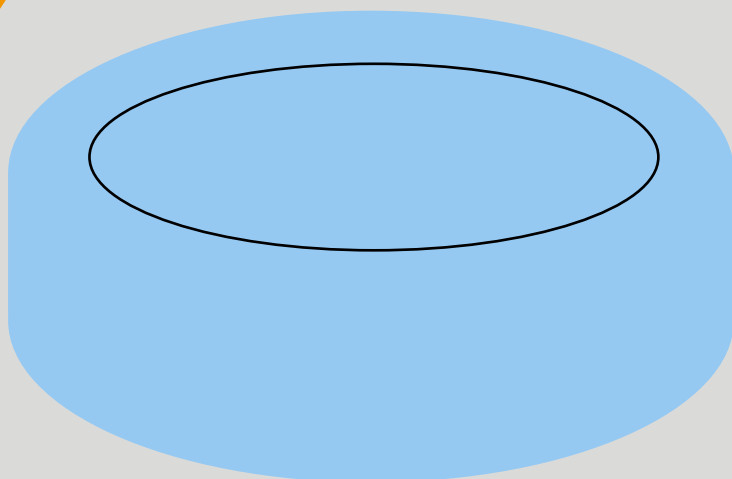
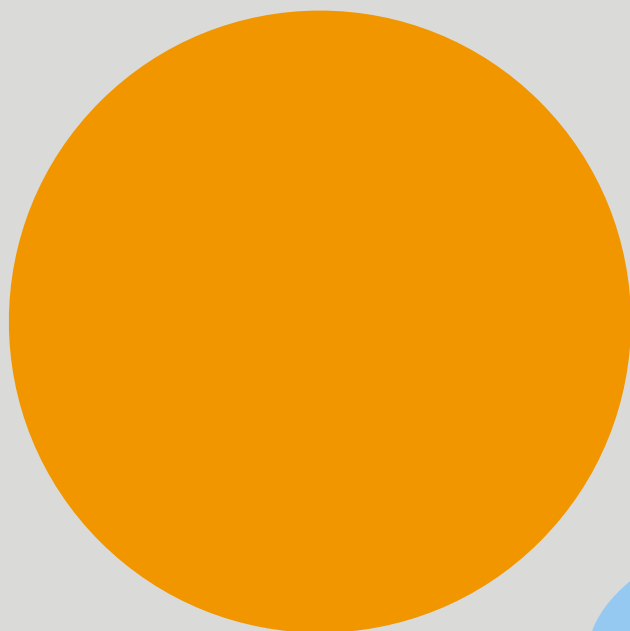


Supporting Player Associations  
to Address Abuse in Sport:

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# MAPPING INTEREST CAPACITY AND OPPORTUNITIES



CENSUS OF  
ATHLETE  
RIGHTS  
EXPERIENCES

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CENSUS OF  
ATHLETE  
RIGHTS  
EXPERIENCES

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# FOREWORD



The endemic nature of abuse in sport has come to light through courageous testimonies of survivors worldwide. But instead of being supported and believed, these brave heroes have been isolated and silenced. Allies and whistle-blowers are threatened and journalists trying to uncover these abuses are criminalized. We have witnessed in awe, gymnasts, footballers, basketball players, baseball players and judo fighters speaking out about maltreatment while training. Abuse in sport knows no borders, it does not have a unique language, nor is it particular to a specific culture. It is everywhere. And if your sport has not dealt with a systemic case of abuse in the past, it is because you have not looked close enough.

As Executive Director of the World Players Association, representing the voice of over 85,000 players across professional sport through more than 100 player associations in over 60 countries, abuse in sport is a matter of high urgency and priority. We cannot accept a sport culture that encourages abuse as a form of endurance. We cannot accept athletes being scared to speak and fearing retribution. We cannot accept systems that are not prepared to hear athletes' voices and experiences. Echoing the personal pledge of FIFPRO's Executive Director, Jonas Baer-Hoffmann: "when will this be treated like the crisis it really is to sport?"

Sport has paved the way for important social movements historically, from supporting the dismantling of the South African apartheid to recent gender equality #MeToo campaigns. As leaders in this space, we commit to advocating for systemic policy and cultural change at the global and national levels - through World Players leadership team and via our executive affiliates. This mapping report study has the objective of analysing what has been done to prevent and address sexual abuse in sport, what can be amplified and what can we improve. It forms an integral part of our broader systemic approach to end abusive culture in sports and builds on ongoing efforts to find effective and creative ways in which we can work together to end all forms of maltreatment in sport. We hope this study provides evidenced and effective support mechanisms for those actively supporting athletes in their place of work. Our struggle and energy to fight abuse will continue - both at the systemic and at the individual level. It is only free from abuse that sports will achieve its true power, and meet its true humanitarian purpose.

## Brendan Schwab

Executive Director, World Players Association

# BACKGROUND



The Census of Athlete Rights Experiences (Project CARE) highlighted the prevalence of the sexual abuse of children in elite sport. Project CARE also revealed important gaps regarding the work of Player Associations. Player Associations are the official representative of athletes' interests. Associations work with players throughout their career; the transition into, through and beyond high performance sport on a variety of issues including athlete welfare, contracts, personal development, career planning, arbitration and dispute resolution. In consultation with the World Player Association through Project CARE, a particular need was identified regarding supporting Player Associations to effectively address abuse within their sport. The present project therefore engaged with executives and Player Development Managers (PDMs) from Player Associations to map interests, capacities and opportunities.

This project was conducted by Dr Daniel Rhind at Loughborough University with support from Hayley Musson and Robert Booth. Loughborough University has been ranked 1st in the QS World Rankings for sport-related subjects for the past 6 years in a row. Loughborough University has a global reputation for world-leading research related to sports performance, participation in physical activity and the associations with health and well-being through research conducted by a large team of specialists within the School of Sport, Exercise and Health Sciences.

Daniel is a Chartered Psychologist and a Reader in Psychology at Loughborough University. Daniel's research focuses on the realisation of human rights in, around and through sport. He has completed funded projects for a range of key organisations in the UK (e.g., Economic and Social Research Council, National Society for the Prevention of Cruelty to Children, English Football Association) as well as internationally (e.g., International Olympic Committee, FIFA, Oak Foundation, World Players Association). He managed Project CARE upon which the current project builds to address the identified gaps.

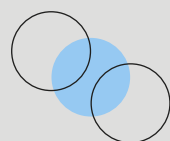
# CARE MAPPING OVERVIEW



## METHODS

### PHASE 1

A digital exchange with 20 executives from across the Player Associations (The World Player Association Affiliates)



### PHASE 2

A survey of 81 Player Development Managers

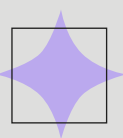
### PHASE 3

Focus groups with 14 Player Development Managers



## ONGOING RELATED WORK

- World Players are developing a platform which will host a Learning Hub for Player Development Managers.
- Educational workshops have and are being delivered to World Player Affiliates about abuse and effective case management across sports including football, cricket, rugby union, netball, handball, Gaelic games and Australian rules football.
- There are also potential synergies with work around mental health and well-being in sport.
- Previous work via Project CARE established an initial interactive online map that provides links to local resources for psychosocial support.



## KEY FINDINGS

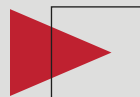
**78%** of Player Development Managers, who are responsible for the growth and development of athletes in sport, felt that sexual abuse was present within their sport's context.

**66%** of Player Development Managers felt that their organisation was either unprepared or only somewhat prepared to address sexual abuse.

**100%** of Player Development Managers had an interest in further capacity building projects to address sexual abuse in sport.

## EMERGING IDEAS

- Provide education on trauma-informed, athlete-centred, approaches to case management.
- Provide guidance on the key elements of an effective reporting system.
- Develop a catalogue of key contacts to provide expertise and support.
- Develop resources tailored to different stakeholders on the antecedents, experiences, and consequences of sexual abuse.
- Develop the required skills amongst those working in case management roles within Player Associations e.g., PDM's, with representation and sensitivity to different cultural contexts.
- Conduct research to identify key issues when managing cases and create good practice case studies.



## KEY RECOMMENDATION

- A learning hub is proposed to provide guidance, professional development and examples of good practice regarding how to address abuse in sport.
- This would consist of training, resources, discussion forums and case studies tailored to different contexts.
- This learning hub would train, empower and support Chief Executive Officers, Player Representatives, Legal Representatives, Player Development Managers, and other stakeholders in related roles in professional sport to effectively address abuse in sport.

# Supporting Player Associations to Address Abuse in Sport: **Mapping Interest, Capacity and Opportunities**

---

## BACKGROUND

World Players' Project CARE (Census of Athlete Rights Experiences) has brought to light the acute challenges that the player association movement faces in addressing issues related to the childhood experience of current and former athletes. Apart from the different rights-violations reported through the CARE survey, the study led by Loughborough University indicated that 13% of young athletes (under 18 years old) were victims of sexual abuse, 51% reported not being aware of a union/player association and 61% were not always aware they had rights when they were children. In particular, the CARE Project has highlighted that player associations:

- **require expert training and guidance to monitor, protect and support players in relation to their childhood experiences (support);**
- **do not have the experience organizing and reaching out specifically to child and young athletes (represent); and**
- **are interested in ensuring national and global grievance mechanisms and national safe sport institutions are developed with a survivor centred and trauma-informed approach (remedy).**

Through the 'Ready to Respond Handbook', 'It's Safe to Talk' animation and the capacity building 'Ready to Respond' educational webinars on how to support athletes who disclose abuse, World Players was able to start addressing some of these challenges and opportunities in relation to child athlete rights within player associations. But there's still much work to be done. Player Associations have an unparalleled record in ensuring that athletes have a representative voice and, in so doing, transforming their rights, sporting careers and personal development. It is time to enhance and expand this expertise to ensure children and young athletes are also included in this work.

## PROJECT AIMS

The purpose of this project is to:

---

### A

Understand the role of Player Associations in addressing child sexual abuse in sport.

### B

Identify what is currently being done in this space by Player Associations.

### C

Identify what can be done to amplify and support Player Associations to address abuse in sport.

# METHODS

Data was collected through a 3-phase approach, as detailed below:



## **PHASE 1** Digital Exchange

The initial phase of this project was an online discussion to map interest, capacity and opportunities. It took place on May 19, 2022. Overall, 20 people registered for this event, representing senior roles related to athlete welfare across the Player Associations. The agenda is available in Appendix A and the initial ideas are shown in Appendix B.



## **PHASE 2** Survey of Player Development Managers

A survey of the Player Development Managers and other Executives from the Player Associations, was conducted to gain their feedback on the ideas generated through the digital exchange. The survey covered 4 key topics: general perceptions of the issue, the disclosure journey, preventative strategies and reactive strategies.



## **PHASE 3** Focus Groups

In order to explore the insights gained through the initial digital exchange (Phase 1) and surveys (Phase 2), focus groups were conducted with a total of 14 Player Development Managers (PDMs). Participants represented a range of sports including Football (7), Cricket (2), Rugby Union (2), Baseball (2) and Horse Racing (1). Participants were also geographically diverse with their primary focus being in Europe (8), Oceania (2), Africa (2), Asia (1) and North America (1).

The insights gained through the 3 phases of data collection are outlined below according to the project's 3 overarching goals (roles/interests, capacities and opportunities).



01

# THE ROLE OF PLAYER ASSOCIATIONS

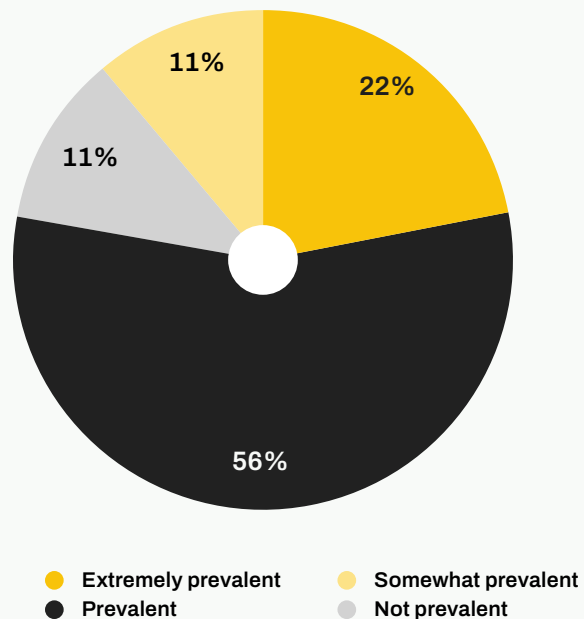
## PROJECT AIM

### # 1

To understand the role of Player Associations in addressing child sexual abuse in sport.

**Across the PDMs, there was a broad consensus that child sexual abuse, trauma and harassment experienced as a result of their sport is a key issue for Player Associations and that they have an important role to play.**

The survey asked participants about how prevalent they felt cases of abuse are in their sporting context. PDMs answered:



**Therefore, the majority of PDMs (78%) felt that abuse was prevalent or extremely prevalent within their sporting context.**

Player Associations were perceived to potentially play a key role in both preventing and responding to cases of sexual abuse. In relation to prevention, this included the following strategies:

**EDUCATION** → providing workshops and resources to stakeholders in sport

**MONITORING** → providing an independent perspective on the effectiveness of safeguarding measures within clubs or governing bodies

**ADVOCACY** → Working generally to highlight the presence of sexual abuse in their sport as well as the need to put effective safeguards in place within clubs and governing bodies

As an example of advocacy, one PDM explained:

"We don't pick up the athletes until the age of 18 and above because our education system works with youth athletes until they are 18. We as a Players Association, if we're talking prevention, we'll only find out about it after that amateur journey where they actually went through the school system. We therefore need to **work with schools to ensure proper background checks** and for them to do due diligence before you actually employ someone with a sporting background to look after young kids."



Player Associations were also viewed as having a role in relation to case management. This includes:

**CASE MANAGEMENT** → receiving disclosures and conducting investigations.

**CASE CO-ORDINATION** → indirectly responding to cases through liaising with other services and organisations who would address the case.

**CAPACITY BUILDING** → through supporting key personnel within clubs or academies to develop skills to address cases through training and resources.

In relation to case co-ordination, PDMs highlighted the importance of recognising their role and expertise with an empathetic approach. One explained:

"Someone came to me with a problem. I was straight away able to say, I can't help you with this, but I'm going to help you to get help. I was able to recognise my limitations, but I was still able to be empathetic and help them along their healing journey."

With respect to capacity building, PDMs explained:

"I'm not sure that the clubs are ready to respond to sexual abuse, it's not really spoken about. It's the Player Union that leads on changing that."

"The only way that we can highlight there is an issue is to assume that it's already happening. We talk to our players openly about it. We engage with our members and our players about it. We just ask the question."

The importance of creating a safe environment for any athlete who had experienced abuse, whether inside or outside of sport, was also emphasised:

"When former athletes come forward, they actually explain that sport became the coping strategy. They could somehow escape from it by focusing on their sport. It is a safe situation, a stable situation for them."

Player Associations thus have a key role to play with respect to preventing sexual abuse as well as directly and indirectly responding to disclosures.



02

# CURRENT PRACTICE

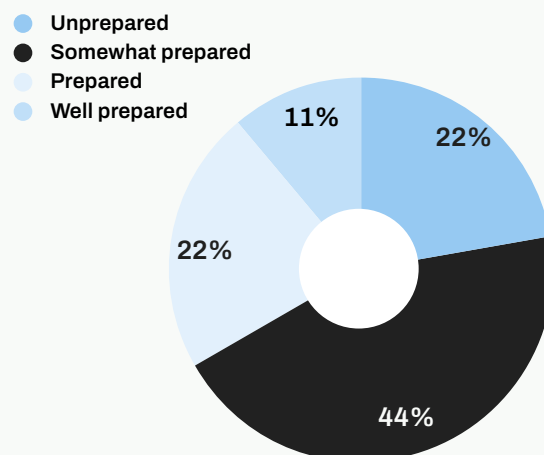
## PROJECT AIM

# 2

To identify what is currently being done in this space.

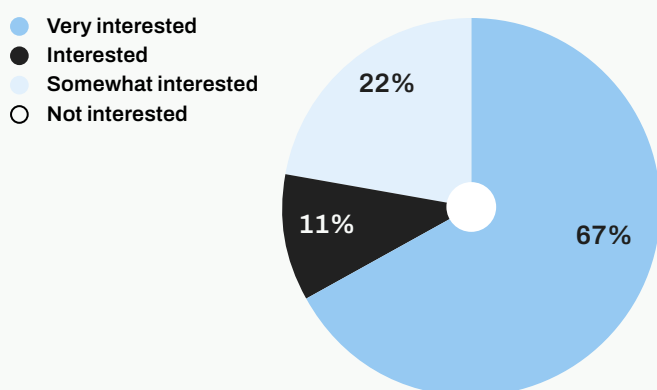
**The first point to note is the genuine engagement with this project. This was across the digital exchange (20 executives), survey responses (81) and focus groups (14). This demonstrates that there is currently a real interest in this topic from Player Associations. Despite this interest, many Player Associations are early in their safeguarding journey. This was confirmed through the survey findings.**

The survey asked 'How prepared is your organisation to effectively address cases of abuse?' PDMs responded:



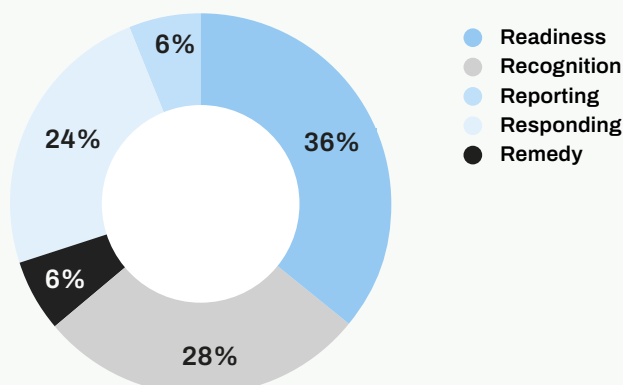
**Overall, the majority of PDMs (66%) felt that their organisation was either unprepared or only somewhat prepared to address sexual abuse. This acknowledgement was accompanied by an interest for more support in this space.**

PDMs were asked 'Please indicate your interest in further capacity building projects to offer enhanced support for child and vulnerable athletes:



These results show that all PDMs had at least some interest in further capacity building projects. The PDM's felt that capacity building was required across all stages of the safeguarding journey starting at 'Readiness' to create a safeguarding culture then 'Recognition' to educate key stakeholders on identifying forms of abuse.

**The journey carries through into 'the Reporting of safeguarding concerns' and 'Responding' effectively to disclosures of sexual abuse to 'Remedy' through ensuring that grievance mechanisms are trauma-informed.** Whilst all areas are important, PDMs were asked to identify their priority area. They were ranked as follows:





The top three priority areas were therefore identified as **(1) Readiness, (2) Recognition and (3) Responding.**

Several interesting examples and opportunities were identified across these key areas, as summarised below. These represent potential opportunities to build on this work as well as possible case studies to support people working in other contexts.

---

## ① Readiness

The Ready to Respond handbook and the associated workshops were highly valued [by PDMs, one explained:

"Thinking back to when we did that ready to respond workshop, the role playing and the case studies were really helpful."

There are clear opportunities to use the platform currently being developed by World Players to provide a learning hub for PDMs. It is based on an approach that has been used in Cricket by the Federation of International Cricketers' Associations (FICA). The new platform is planned to be launched in October 2022, and will host a range of relevant resources, including conference recordings, guidelines, Project CARE, the Ready to Respond video and handbook. There is significant potential to leverage this platform and to develop and widely share resources that will help to address the various needs highlighted through this project.



## ② Recognition

Many player associations are already offering relevant workshops that directly relate to abuse, including:

### CRICKET

"Something that we ran with our academy players, that are 13 to 18, introduces this concept of a safe space, things to be vigilant and aware of themselves, but not alarming."

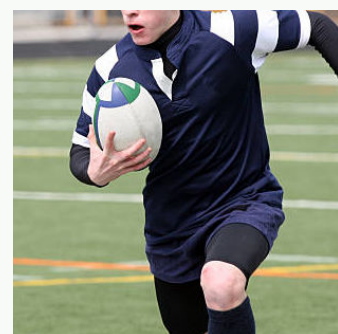


### RUGBY UNION

"I think we're fortunate down here in New Zealand, where we do have a good relationship with our Player Union and they have taken steps to appoint people in that sexual harm space. Just them getting out and educating both in the community game but also working with our athletes too, and that they have done some bystander training in that space with some of our professional players. I think it is a great way to start talking about these issues."

### RUGBY UNION

"We do a lot of sexual consent education for our players. It is giving them the information, the law, and the language to talk about it as well."



The PA's also offer a broader range of educational activities which also have relevance to abuse in sport, including:

### FOOTBALL

"We are in the process of rolling out welfare workshops. This is something that we could add to that catalogue of workshops which currently cover social media, gambling and financial awareness. Linking this education to disclosure procedures I think would be really helpful."

### FOOTBALL

"We found that once we launched a mental health referral network and started educating players on their mental health and well-being that we started getting more and more players coming forward seeking help."





## ② Recognition

Many participants discussed the significant changes which have taken place regarding mental health in society and how this could represent a model for changing the culture in sport:

"It's educating the athletes on what trauma is, but it's also given them the language to talk about their trauma and their abuse. If you cast the clock back 10/15 years, nobody really had the language for mental health, it was seen as such a negative thing for people to say, I'm depressed, I'm anxious, whatever it might be, and look where we are now, people have the language. It's been normalised a lot, everybody knows they have their own mental health and well-being to take care of. So we could learn from this regarding sexual abuse in terms of giving them the language."

Participants also highlighted that whilst they may have systems and support in place in their men's game, the same was not yet in place for their women's game. This was becoming more of a significant issue with the growth of the women's game, as explained by one PDM:

"We have started to talk to the female players around harassment, and that can be from fans or coaches. There is a big issue around harassment of female players, particularly the higher their profile becomes."



### ③ Responding

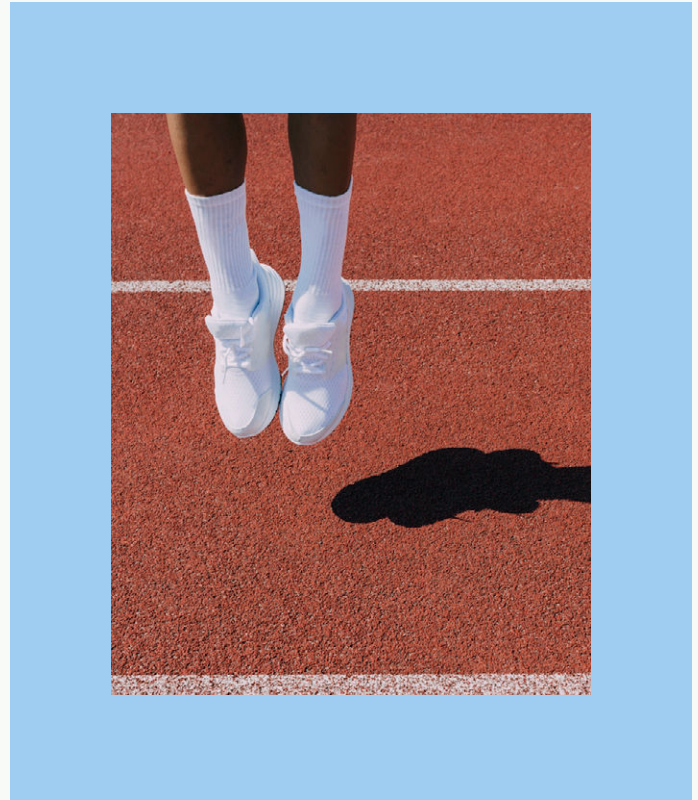
A significant amount of work has taken place across football in England regarding responding to disclosures:

"We have our sexual survivors abuse department that links into our well-being department and then that has the might of the Player Union behind it, and that comes with the framework for reporting. Every club has a player care team and that consists of psychologists and doctors, designated safeguarding officers, youth advisors, and even chaplains."

"If they are going to disclose this particular issue, the pathways of support have to be in place. What you have to avoid, and what we don't want, is to raise awareness and not have the pathways in place. We are not experts in all areas, but we have developed a network of experts in different areas to refer players on to."

The experiences within England could serve as an exemplar which helps other countries to map the support that should be in place at all stages of the disclosure process.

"It's about in each particular country, developing your processes, depending on what you have available to you. It's lobbying key stakeholders, it's finding the organisations out there, if you don't have the funds to offer everything yourself. So depending on where you're situated in the world, it is genuinely looking at the process from start to finish to get that person from A to B."



The mapping project conducted by the IOC was also highlighted as a potentially useful resource:

"I think that the IOC has started mapping out mental health professionals, for their athletes in different countries. So maybe that is something that we can tap into, or at least look at. It's not specifically on sexual abuse, but there might be some overlaps with the mapping that they have already done."

Overall, the findings show some relevant current practice around education and work on related topics such as mental health and well-being. There were also specific sports who had more advanced systems and resources for managing disclosures.

# EMERGING IDEAS

03

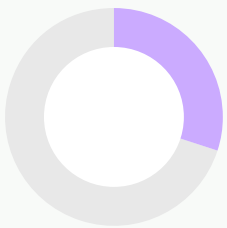
## PROJECT AIM

# 3

To identify what can be done to support Player Associations and Associations to address abuse in sport.

## PREVENTATIVE STRATEGIES

**PDMs were asked which one preventative strategy they perceived to be most needed at this time.** The most popular responses are outlined below along with illustrative quotes from the focus groups:



**30%**

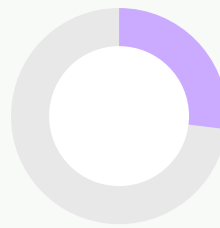
said a catalogue of key contacts is most needed to provide expertise and support with diverse and global representation.

"I think it would be really great to have a catalogue that has different types of experts, including people who have represented athletes before, lawyers, counsellors, advocacy groups, charities, policy makers, practitioners etc."

"In the countries where we work, there are a lack of relevant experts. So I totally agree that a catalogue of experts with experience of working in different contexts would be really helpful."

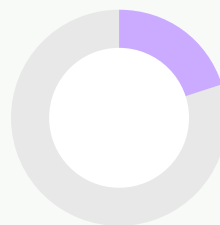
"A catalogue of expertise is really needed, particularly in Africa where statutes and guidance are lacking."

"There is a fundamental requirement for a trauma-informed approach to underpin all aspects of this work."



**27%**

said education on providing a trauma-informed, athlete-centred approach is most needed.



**20%**

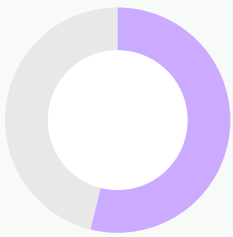
said resources tailored to different stakeholders on the antecedents, experiences and consequences of sexual abuse is most needed.

"We need to provide materials outlining what abuse actually is as athletes do not always know about the types of abuse due to normalisation."

"There is never enough education for stakeholders to allow more to come forward. We need to keep working to get rid of the stigma around the normalisation of abuse in sport."

## CASE MANAGEMENT

**PDMs were asked which strategies related to case management they perceive to be most needed at this time.** The most popular responses are outlined below along with illustrative quotes from the focus groups:



**54%**

said developing the required skills amongst those working in case management roles within Player Associations with representation of different cultural contexts is most needed.

This was strongly supported with three complementary approaches being proposed:

### LIVE WORKSHOPS

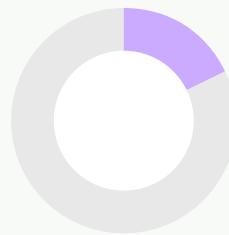
"Ideally we would have a multi-day course working through numerous case studies with a mentor or expert giving critical advice. This could provide basic information as well as upskill key staff on how to respond to disclosures."

### ROLE PLAY

"To be able to see how to best answer what and to say, what not to say, in different scenarios would be great."

### ON DEMAND CONTENT

"Having a website with videos that could be accessed on demand at the point of need would be really helpful."



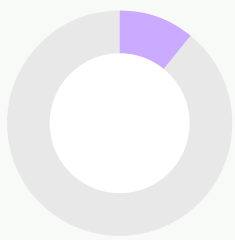
**18%**

said conducting research to identify key issues when managing cases and creating good practice case studies is most needed.

"I feel as though one of the most effective strategies would be the trauma informed approach whereby you actually have those people after their career saying I was abused. These are the reasons I didn't report it. So there might be people at home thinking, well, actually, that's me. That's why I'm not reporting it. But it's from a familiar face. It's from someone who they respect."

"We also need case studies which provide a positive narrative. All of the stories we hear tend to be about retired athletes who tell their story, typically with a range of negative outcomes. You never hear of someone disclosing early on in their career, or at the early stages of an abusive relationship being developed, and it being addressed with positive outcomes."

"There needs to be different levels of severity. Because often people if you think using mental health, for example, you know, I think if I'm not in crisis, that I won't come forward, therefore, I won't access help. So I wonder whether there needs to be consideration of a range of forms of abuse and at different stages so people can relate."



**11%**

said providing guidance on the key elements of an effective reporting system is most needed.

"I'd love there to be a checklist of things you NEED to have asked or make sure that you've considered from a PDM point of view. So if I had a colleague that someone disclosed something to them, that they would have a checklist, a bit like you would in terms of triaging someone who's suicidal. Just best practice, that you could have some level of confidence before you then involve experts."

"I'd like some guidelines if there's disclosure, but the athlete doesn't want me to disclose it further. How do I guide that athlete? You know, what is my legal obligation? You know, the athletes now found confidence in me. And I have to support this athlete through the process, but they don't want to disclose it further, and maybe a guideline for PDMs as to what do we do from there?"

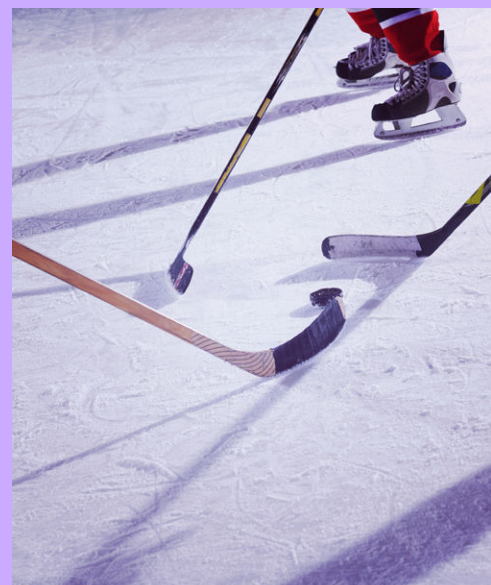
Thinking about the longer term, the PDMs also highlighted additional recommendations for the future:

## GLOBAL REPORTING SYSTEM

"I know that universities throughout the US have been employing some different software and mechanisms where athletes on campuses can report in a safe anonymous way. It goes to the right folks. So, at the association level, you would obviously want that to go to someone with the right skills and training. There could be an interest, especially for resource constrained associations, to have a global or centralised platform to bring together expertise."

## BACKGROUND CHECKS

"There is a need for structures for proper background checks for adults involved in sport in countries where these systems do not already exist."



# KEY RECOMMENDATIONS

04



Many participants shared the view that there was no simple solution to the range of challenges being faced. A multi-faceted problem requires a similarly multi-faceted approach to be effective.

This was encapsulated by one participant who said:

“IT IS A JIGSAW OF PROBLEMS WHICH  
NEEDS A JIGSAW OF SOLUTIONS.”

As a result, many of the suggestions can be incorporated into a single project to create a package of support and developmental opportunities for Player Development Managers (PDMs) to help them to effectively address cases of sexual abuse. World Players are currently in the process of developing a platform for PDMs

A learning hub could be embedded into this platform to provide the foundation of a comprehensive programme. It could have three key levels:



## TRAINING PDMs

- Through a live online workshop to develop key knowledge and skills.
- Sessions could be facilitated by leading figures in and beyond sport.
- After a launch event, regular virtual meetings could be held to create a community of practice for people to share challenges, insights and promising practices.



## EMPOWERING PDMs

- Through a train-the-trainer approach, materials could be made available via the learning hub to help the PDMs to implement safeguarding across their organisation and associated clubs/academies.
- This could consist of slides, videos and training plans.
- It could cover key topics such as creating a trauma-informed approach.



## SUPPORTING PDMs

- A range of case studies could be developed to help share experiences and expertise.
- Checklists for key procedures could be developed, such as for responding to disclosures and co-ordinating pathways to support.
- Resources tailored to different stakeholders explaining key aspects of abuse
- A searchable database of experts.

This represents a timely, impactful and sustainable model which would develop and support key personnel across Player Associations. This would help to create a community of practice working to safeguard elite athletes.



Player Association  
Review of the CARE  
Mapping Report

The CARE Mapping Report was circulated with some Lead PDMs and the Player Development & Wellbeing Steering Committee for review. They were asked a series of questions as detailed below.



## **(1) HOW RELEVANT THIS IS TO YOUR PA AND SPORT?**

- ▶ I believe this is relevant. Even though there have been no reports of abuse, we are not prepared enough if a case presents itself.
- ▶ This has been playing on my conscious for a while. To my knowledge we have never investigated how prevalent sexual abuse or trauma is within x. So I feel that this alone makes the document and ideas extremely important (given the opening statement “...and if your sport has not delt with a systemic case of abuse in the past it is because you have not looked close enough”)
- ▶ In our social context in x, the issue of abuse is hugely significant. Sadly we have world-leading stats on abuse, discrimination and as a result: trauma. The dynamic in x is that we tend (not exclusively of course) to inherit victims rather than the sport being the perpetrator. The related question then becomes if and how we influence the development pipeline.
- ▶ Very - I think whether we’ve dealt with cases of abuse or not, it’s happening, so this program is vital for us.



## **(2) IF THERE ARE ANY STANDOUT AREAS OF THE REPORT FOR YOU?**

- ▶ We don't pick up the athletes until the age of 18 and above because our education system works with youth athletes until they are 18. We as a Players Association, if we're talking prevention, we'll only find out about it after that amateur journey where they actually went through the school system. We therefore need to work with schools to ensure proper background checks and for them to do due diligence before you employ someone with a sporting background to look after young kids.
- ▶ The whole process of identifying, reporting, and caring for athletes
- ▶ Giving language to athletes to express their trauma and the understanding of what trauma is. From a x perspective, especially online abuse and harassment (not the athlete's responsibility to "ignore" online abuse)
- ▶ I was shocked at the amount of PA that weren't ready for dealing with abuse, after all the massive international issues I thought we would be further along
- ▶ Provide guidance on the key elements of an effective reporting system.
- ▶ Develop a catalogue of key contacts to provide expertise and support.
- ▶ Develop the required skills amongst those working in case management roles within Player Associations e.g., PDM's, with representation and sensitivity to different cultural contexts.
- ▶ Assistance in drafting a legal, safety and wellbeing policy & protocol (for both the PA's benefit but also one that could be facilitated and implemented at team level)
- ▶ Definitely education and training for our PDMs. Knowing how to "have the conversation", how to identify, how to report, how to continue to be advocates for the players in every way we can. And players knowing they can come to us as a source of help, support and trust.

## **(3) WHICH, IF ANY, OF THE SUGGESTED ACTIONS WOULD BE MOST VALUABLE?**

- ▶ I think there are lots of great ideas. Learning Hub will be very valuable.
- ▶ For us in x the creation of action, how can we implement a safe process that doesn't harm the athlete. How can we as a sport better understand the level of abuse occurring.
- ▶ The education hub sounds incredible and the map of experts.
- ▶ With some PA already having great processes in place is there a space for mentoring across codes/ internationally that would enhance and support the education from WPA. I saw a support group mentioned which would also be helpful but sometimes being able to reach out in real time to just one person for advice can be invaluable.
- ▶ The response to trauma course we did was honestly outstanding, everyone should do it. Is there an opportunity to do a follow up perhaps 6 months later to share how new techniques were put into practice and refresh the concepts.
- ▶ Hearing from the survivors of what was help, not helpful, reflections they have.
- ▶ I would have to say 3 things in no particular order: (1) devising meaningful reporting education & mechanism and (2) PDM training (Ready to Respond type) to effectively support players and (3) creating healthy work environments for players (not just from an abuse perspective but even just the basics of good HP systems).
- ▶ I initially thought Recognition - I love the idea of the education hub and the sharing of resources, contacts, knowledge across sports/the globe. But I also realise Responding is key - knowing how to take action and best support a player and reassure them we know what to do and how, when they are at their most vulnerable and lost is really important.

#### (4) DO YOU FEEL ANYTHING IS MISSING?

- ▶ Here in x how would these processes work with government agencies? How do we work with the national sporting organisation to address this issue?
- ▶ Understanding international laws and support agencies within communities might be important if athletes travel, play or live internationally for their sport. Can this be tied into the map of experts. Knowing what else is out there for athletes might help ease the capacity issue for PA
- ▶ x is the biggest participation sport in x in the community level, how would we as a PA engage or support the community and young players? Is there a screening process when individuals become professional so that any past trauma could be addressed.
- ▶ Can we get the same education that potentially the PDMs can access for the athletes, in my experience athletes are more likely to speak up about concern for another athlete rather than for themselves, giving the awareness, language and processes may be more helpful for the individual who is experiencing trauma than if it is all directed to the PDM.
- ▶ Safe space education for teams. Currently all our athlete members are female (this will change), but we have a large amount of staff, physio, S&C etc who are male, is there some way in which we could educate teams on to create safe spaces (ie like the teacher who leaves the door of the classroom open if they have a student in there).
- ▶ I'm thinking from a female lens here, but how do we address abuse outside of sport? Partner, family abuse etc
- ▶ I think we need to consider that our members are capable of being the abuser too. How do PDMs deal with that scenario (whether the abused is in the team or not)? How do we as PAs act and support potentially for the abuser and the abused?
- ▶ "Hurt people hurt people". One of the sad realities is that abuse breeds more abuse if left unchecked. I assume this phenomenon is dealt with in therapy but do we as Pas/PDM have a role to play in – at some point in the support process of the player – that they may need to be aware of this risk and seek help?
- ▶ The Ready to Respond resource is great but we need to be mindful of cultural differences in how best to support players. For example: in some cultures making eye contact is seen as a challenge to authority and lowering your gaze is more appropriate relationally to have an open conversation (Active Listening step 1)

#### (5) GENERAL FEEDBACK:

- ▶ think all the suggested strategies look incredible and would be invaluable. It would be great to have a sport/ country lead that we could liaise with to implement these. Keep up the amazing work!
- ▶ My opinion is that the culture shift of our time does a disservice to abuse victims (and in some cases 'perpetrators') by its redefining of terms too broadly leading to a failure at "Recognition" level. This will lead to difficulties in discernment as hurt feelings get confused with abuse or violence. It seems that the subjective perception or feelings of a person increasingly trumps the orthodox understanding of abuse and violence. We ultimately want to see justice done for all.
- ▶ Our PDMs have benefited a lot from this work done to date and by extension our players (and society at large) will reap the benefits. Thanks again to all involved for the sterling work on this project.

**Great initiative! Keep up the great work :)**

# APPENDIX



# APPENDIX A

## Agenda for the Digital Exchange

**QUESTION 1** Can you briefly introduce yourself and tell us where your organisation's interests are in this area?

**QUESTION 2** What are you currently doing in this area?

**QUESTION 3** What are the key opportunities for the future?

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### **Matthew Graham**

welcomed everyone to the event and thanked everyone for their engagement on this important topic

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### **Andrea Florence**

introduced the background to this work and how it will inform work going forward

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**Grace French** outlined her experiences which powerfully emphasised the significance of safeguarding athletes

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### **Dr Daniel Rhind**

then moderated the discussion which was guided by the 5 key stages of rights disclosures in sport (Tuakli-Worsornu, et al., 2022): Readiness, Recognition, Report, Respond and Remedy

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Daniel then reiterated the 5 Rs which led to further comments

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Daniel explained the next steps (e.g. summary report to be circulated and a survey to be set up with the findings to be presented and discussed at the conference)

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Andrea then concluded the session by summarising the key insights

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Matthew thanked everyone for their engagement and closed the meeting

# APPENDIX **B**

## Initial Recommendations from the Executives



**1**

### **READINESS**

Provide education and resources on creating and implementing a trauma-informed, athlete centred approach

Co-ordinate a virtual community of practice such that PAs can meet to discuss overcoming challenges and share promising practices

Develop a catalogue of key contacts to provide expertise and support with diverse and global representation

**2**

### **REPORT**

Identify the key elements of [an effective reporting system

Educate key stakeholders to become allies through bystander training

Evaluate the approaches used in other sectors or to address other integrity issues in sport (e.g., What lessons can be learned from the use of anonymous reporting mechanisms regarding match fixing in football to facilitate the disclosure of concerns about sexual abuse in sport?).

**3**

### **REMEDY**

Identify good practice in terms of remedy because there was a consensus that processes are not currently trauma-informed or athlete centred

Capture and amplify examples in which practices have been developed and benefits have been identified for athletes, other stakeholders and the organisation more generally

**4**

### **RECOGNITION**

There is a need to develop a common understanding and definitions of key terms

Develop educational resources tailored to different stakeholder groups regarding the definitions, antecedents and consequences of sexual abuse in sport to increase awareness

**5**

### **RESPOND**

Education and support on what a trauma-informed approach to responding looks like in practice

Develop the required skills amongst those working in case management roles in PAs

Develop effective relationships with external organisations and experts to support effective responses

# APPENDIX C

## Player Development Manager Survey

### SECTION 1

We would like to highlight the areas in which support would be most helpful to you in your role. Please select what you view as being the top 3 areas which should be prioritised at the moment:

(Please tick 3 of the following):

- ☐ Readiness (e.g. how to create safeguarding cultures)
- ☐ Recognition (e.g. providing education)
- ☐ Reporting (e.g. helping people to make disclosures)
- ☐ Responding (e.g. providing guidance on managing cases and supporting athletes)
- ☐ Remedy (e.g., achieving justice and learning from cases)

Please make any additional suggestions below:

- \*\*\*open comment box\*\*\*
- \*\*\*link to continue to Section 2\*\*\*

### SECTION 2 Prevention

During our discussion with the Player Association executives, the following preventative strategies were suggested. Please select which 3 ideas you think would be most helpful: (Please tick 3 boxes)

- ☐ Education should be provided on creating and implementing a trauma-informed, athlete centred approach
- ☐ A virtual community of practice should be created such that Player Association representatives can meet to discuss overcoming challenges and share promising practices
- ☐ Develop a catalogue of key contacts to provide expertise and support with diverse and global representation
- ☐ Develop a resource to clarify key terms in a range of languages to promote a common understanding and give people the language to use
- ☐ Develop resources tailored to different stakeholder groups regarding the antecedents, experiences and consequences of sexual abuse in sport
- ☐ Provide education to key stakeholders on how to be allies through bystander training

Please make any additional suggestions below:

- \*\*\*open comment box\*\*\*
- \*\*\*link to continue to Section 3\*\*\*

# APPENDIX C

## Player Development Manager Survey

### SECTION 3

### Case Management

During our discussion with the Player Association executives, the following strategies were suggested regarding case management. Please select which 3 ideas you think would be most helpful: (Please tick 3 boxes)

- ☐ Provide guidance on the key elements of an effective reporting system
- ☐ Evaluate the approaches used in other sectors or to address other integrity issues in sport (e.g., anonymous reporting mechanisms) to highlight key messages for addressing sexual abuse in sport
- ☐ Support the development of the required skills amongst those working in case management roles in Player Associations
- ☐ Identify good practice in terms of remedy because there was a consensus that processes are not currently trauma-informed or athlete centred
- ☐ Capture and amplify examples in which practices have been developed and benefits have been identified for athletes, other stakeholders and the organisation more generally
- ☐ Conduct research to analyse anonymised case data to highlight key issues

Please make any additional suggestions below:

- \*\*\*open comment box\*\*\*
- \*\*\*link to submit the survey\*\*\*

### FINAL PAGE

Many thanks for your participation. The findings will be presented and discussed at the Player Development Conference on June 23rd

# APPENDIX D

## Definitions of Key Terms

### KEY TERMS DEFINITION

<b>ABUSE</b>	Abuse refers to the acts of commission or omission that lead to a child or person experiencing harm.
<b>CONTACT SEXUAL ABUSE</b>	Enticing or forcing a person to engage in sexual activity with physical contact.
<b>ECONOMIC EXPLOITATION</b>	A relationship in which the athlete/player does not receive the proper amount of income or entitlement from their participation in sport.
<b>EMOTIONAL ABUSE</b>	Humiliating or persistently criticising a person
<b>HARM</b>	Harm refers to the negative impact or consequences upon the child of those actions.
<b>NON-CONTACT SEXUAL ABUSE</b>	Sexual harassment, grooming and inappropriate behaviour via technology.
<b>PHYSICAL ABUSE</b>	Hitting a person or encouraging them to train when injured.
<b>PLAYER DEVELOPMENT MANAGER</b>	A role within Player Associations with responsibilities to support the growth and development of players.
<b>SAFEGUARDING</b>	Safeguarding refers to the actions we take to ensure ALL children are safe from harm when involved in our clubs and activities.
<b>VIOLENCE</b>	Violence refers to “all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse” (Article 19 UN Convention on the Rights of the Child).



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CENSUS OF  
ATHLETE  
RIGHTS  
EXPERIENCES