



Child Protection Policy

Coaches Across Continents's policy is based upon the UN Convention on the Rights of the Child. Specifically this states that children/young people have the right to be protected from being hurt or mistreated, physically or mentally, and that they should be properly cared for and protected from violence and abuse.

Accordingly Coaches Across Continents has drawn up its own policy.

Bill of Rights for Children Participating in Sports

Every child has the right to:

1. Be treated with kindness.
2. Be treated equally irrespective of gender/abilities/sexual orientation, etc.
3. Be entitled to take part in sport within a 'safe space'.
4. Develop a sense of self-esteem and personal capability.

Coaches must ALWAYS:

1. Take responsibility for the physical safety of all the children while in their care.
2. Create a 'safe space'.
3. Be aware of everything that is going on.
4. Recognize that cultural norms influence both practice and expectations, but consider them carefully to ensure that child rights are protected. .
5. Develop every child's sense of his/her self worth.

Coaches must NEVER:

1. Hit or physically abuse a child.
2. Have any form of sexual contact with a child.
3. Deliberately shame or embarrass a child.



Coaches across Continents adopts a cascade model of development and works with three broad groupings of coaches, namely:

CAC Staff and Volunteer Coaches from ‘first world’ countries,
who work with
Partner Program Coaches in developing countries,
who work with
Local Coaches in developing communities,
who work with children and young people within their community.

All coaches in each grouping are required to adopt the CAC Child Protection Policy. However, given that each group of coaches operates in radically differing contexts, CAC has three interlinked and complementary models for training coaches on child protection issues and monitoring their practice.

CAC Staff and Volunteer Coaches from ‘first world’ countries

1. Suitability: Criminal and social security background checks through Integrated Screening Partners are required.
2. Online training: All coaches are required to:
 - a. Complete ‘Respect in Sport’
 - b. Sign a statement indicating that they are committed to CAC’s Child Protection Policy.
3. Monitoring: Lead coaches are required to monitor the practice of volunteer coaches to ensure that they comply with CAC’s Child Protection Policy.
4. Take action: Lead coaches are required to report any instances of child abuse to the CAC board, which will take appropriate action.

Partner Program Coaches in developing countries

1. Suitability: Partner programs are required to give a stated and written commitment to CAC’s child protection policy before entering into partnership.
2. Training:
 - a. Partner program coaches are advised to complete online training, such as Respect in Sport, wherever possible.
 - b. Partner program coaches must complete the CAC training session on Child Protection provided on site. (see Appendix 1).
3. Monitoring: Partner programs are required to monitor the practice of their coaches to ensure that they comply with CAC’s child protection policy.



4. Take action: Partner programs are required to take action appropriate to their community if they encounter any instances of child abuse by their coaches.
5. Partnerships will be ended if partner programs do not comply with CAC's policy and practice.

Local Coaches in developing communities (participating in our training)

1. Suitability: Partner programs are required to determine that their local coaches are suitable to work with children and young people.
2. Training: Partner programs must insist that local coaches complete the CAC training session on Child Protection provided on site (see Appendix 1)
3. Partner programs must require local coaches to make a locally relevant agreement (such as shaking hands, signing a document, or verbally stating their commitment) that they will always adhere to CAC's Child Protection Policy as a pre-requisite to being awarded a certificate.
4. Partner programs must ensure that the CAC certificate states that the coach understands and is committed to the CAC Child Protection Policy.



Appendix 1: Training Session on Child Protection

This is the outline for the Child Protection Awareness Session that will occur when CAC visits one of our partner communities to run our annual training. It is mandatory for all participants in a CAC course to attend this portion of training in order to receive a certificate. CAC senior staff will facilitate this training that will be held midway through the CAC program.

Introduction:

1. CAC's main messages are 'Smile' and "Solve your problem"
2. No smiles in this session because it addresses a serious worldwide problem.
3. Need to consider and work together to see how this problem can be solved within the coaching work that you will do within your community.

The Problem:

There is a need for child protection policies in sport because all around the world children and young people involved in sporting activities suffer abuse from coaches.

Awareness:

1. Local context. How are children and young people treated within your community? Is violence used often?
2. What does it feel like to be a child here? Are children vulnerable in your community? How?
3. What kinds of abuse might children experience?
 - a) Physical abuse; hitting, beating, pushing, grabbing.
 - b) Verbal abuse; name-calling, threats, put-downs.
 - c) Emotional abuse; ignoring, degrading, terrorizing.
 - d) Sexual abuse; inappropriate behavior, touching, rape.

Prevention:

1. All coaches need to be aware of types of abuse as detailed above.
2. Coaches across Continents Bill of Rights. All coaches must accept these and behave according to the actions as detailed. Coaches must ALWAYS protect and NEVER abuse children and young people in their care.

Responding and Reporting:

1. Coaches should deal sensitively with any child or young person who confides that they have been abused. How?
2. Coaches should report to Partner Programs any incidents of child abuse by other coaches. To whom?

Conclusion:

The session will end with question & answers (if necessary), and a locally relevant agreement (such as shaking hands, signing a document, or verbally stating their commitment) that all coaches will always adhere to the CAC Child Protection Policy. Examples of this agreement could include a handshake and verbal agreement, signing a copy of the agreement, or placing their signature in a large group pledge to protect children. The CAC senior staff will decide which will be most effective and appropriate and will record the form of agreement. All coaches participating in our annual training must participate in this session in order to receive a certificate at the conclusion of training.