



**SIGA UNIVERSAL STANDARDS
ON SPORT INTEGRITY**

**YOUTH DEVELOPMENT
AND PROTECTION
IN SPORT**



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on

YOUTH DEVELOPMENT AND PROTECTION IN SPORT

I - Introduction

In accordance with the SIGA Core Principles on Sport Integrity, the conduct and operation of Sport must always:

- a) Take place within the boundaries of all applicable laws and regulations; and
- b) Uphold and respect the universal principles of sports ethics, such as fair play, solidarity, respect for human rights, dignity, integrity and diversity, and rejection of any form of discrimination and abuse within youth sporting environments.

To this end, Sports Organisations are requested to:

- a) Implement the highest standards on youth development and protection in sport; and
- b) Maintain a zero-tolerance policy towards any and all forms of athlete harm, discrimination or maltreatment.

Where applicable, the SIGA Universal Standards reference existing global best practices. Several frameworks were considered during the respective benchmarking and development process, which are outlined in Annex 1.

Complying with the highest Sport Integrity standards requires Sports Organisations to adopt a new culture, one which prioritises the safe and appropriate recruitment, training, education, and protection of young athletes. This is absolutely critical to safeguard sport's long-term interests and promote the harmonious and balanced development of the of Youth Sport. Adopting the core principles and beneficial youth development and protection standards across the entire process will also enhance Sports Organisations' reputation, helping to build trust and confidence in its operations with young people.

Self-evidently, Sports Organisations cannot achieve this cultural shift alone. Enhanced cooperation and concerted action between Sports Organisations and other public and private stakeholders is the foundation upon which this new culture will be built. Accordingly, each Sports Organisation is encouraged to work with relevant governing bodies, international authorities and partners to advance the global adoption of SIGA Core Principles on Sport Integrity and these Universal Standards.

Whilst sporting structures can embody different legal forms (e.g. limited company, unincorporated association, charity, mutual societies, public/state run organisations, etc.) and operate within different jurisdictions, they must always act in accordance with relevant applicable laws and regulations. The SIGA Universal Standards



are intended to be read alongside those applicable laws and regulations as a guide to implementing best practice in preserving youth development and protection in sport.

These Universal Standards are designed as a “living organism”. Accordingly, they shall be reviewed and updated from time to time in order to reflect existing best practice and efficiently meet the increasing challenges posed by the ever-evolving sporting landscape.

The SIGA Universal Standards define three levels of phased implementation: “Bronze”, “Silver” and “Gold”. These levels are additive and designed to build on each other. This means that the adoption of the Gold level is always inclusive of the Silver and Bronze levels; and the adoption of Silver is always inclusive of Bronze.

Sports Organisations may question at which level they should focus their implementation efforts. This can be a challenging issue given the inherent differences in size, and function, as well as human and financial capacity across a diverse range of entities. For these reasons, SIGA has chosen to equate the Bronze, Silver and Gold levels of standards implementation as equivalent to having achieved an organisational standard of “Good”, “Better” and “Best”, respectively.

Sports Organisations are entitled to self-select into the process at the level they determine appropriate. For example, a smaller Sports Organisation may wish to move directly to adoption at the level of Silver. Larger organisations with compliance structures in place might be able to achieve the level of Gold from the outset. This flexible and self-directed approach is not meant to delay the process of implementation, but rather to recognise the diversity of environments in which a Sports Organisation operate and may undertake beneficial youth development and child protection measures.

II - Scope

This standard sets out requirements for the management and operation of a Sports Organisation in order to embed the highest standards on youth development and protection in sport.

For the purposes of this standard, the term “age of majority” or the legally defined age at which a person reaches the state of majority, with all corresponding legal rights and obligations, is used to define a minor athlete in recognition and respect of the fact that Sports Organisations exist in various communities around the world which classify the legal age of majority by differently.

The requirements within this standard are intended to enhance the development and protection young athletes in Sports Organisations and are underpinned by the commitment to take a positive and pro-active stance in ensuring best practice regarding the recruitment, training, education and protection of young athletes across all stages and levels of their sporting activity.

The guidelines in this standard are proposed specifically for the protection of athletes under the age of majority in their respective jurisdiction, but similar policies and measures should also exist within Sports Organisations to protect athletes of any age. Similarly, consideration should be given to the fact that, within the context of certain sports (i.e. football, also known as soccer), the youth development period may last until the age of 23.



This standard is intended for Sports Organisations to implement on a bronze, silver, or gold level, and can also be of use by governments and regulatory authorities in the establishment of appropriate policies aimed at supporting youth development and protection in sport.

III - Terms and Definitions

For the purposes of this standard, all definitions were created in the context of youth development and child protection in sport as it pertains to this document.

- **Age of Majority:** legally defined age at which a person reaches the state of majority, with all corresponding legal rights and obligations. For the purpose of this standard, the expression is used to define a minor athlete in recognition and respect of the fact that Sports Organisations exist in various communities around the world which classify the legal age of majority by differently.
- **Athlete Maltreatment:** all forms of physical and/or psychological ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the athlete's health, survival, development or dignity in the context of a relationship of responsibility, trust or power.
- **Authorised Adult:** an individual, whether remunerated or not, who oversees, supervises, coaches, chaperones, or otherwise interacts with Minors on behalf of a Sports Organisation, including but not limited to travel, tournament, and/or camp activities. This includes, but is not limited to, employees, staff, coaches, volunteers, independent contractors, referees, umpires, security, and athletic trainers.
- **Guardian:** any adult who maintains custody and has the legal authority to care for Minors. This definition includes biological parents, legal guardians, and custodians. Guardians exercise the legal rights of Youth until they reach the age of majority.
- **Young Athlete:** an athlete under the age of majority. This also includes but is not limited to individuals under the legally established age of majority who are employed by, intern with, or volunteer for a Sports Organisation.
- **Sport:** all forms of organised youth sport participation, aimed at expressing or improving physical fitness and mental well-being, forming social relationships or obtaining results in competition at all levels.
- **Sports Organisation:** any international, national and/or local sports federation, competition organiser, club and other relevant sports bodies, including but not limited to leagues and players' unions, coaching associations, Olympic committees, sports governing bodies and recreational and community-based Sports Organisations.
- **Sports Training Organisation:** club with whom the young athlete holds a sports training contract or simply trains at, is under trial with or plays for in youth sports competitions and is recognised as such in accordance with the applicable legislation and/ or sports regulations.

IV - Common Principles on Youth Development and Protection in Sport



To ensure a Sports Organisation achieves its vision and mission for youth development and protection providing a framework for establishing its objectives and implementation strategy.

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Establish an appropriate policy to the organisations' vision and mission outlining the strategic goals of youth development and protection. • Establish and make publicly available its vision, mission and strategy for youth development and protection, approved by its competent body and applicable to all members, associates, employees and staff members. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Establish tangible measures to meet the goals and support the delivery of the organisation strategy. • Outline the goals, principles, targets and guidelines for youth development and protection within a time-framed, strategic programme, including but not limited to: <ul style="list-style-type: none"> a) Recruitment; b) Training c) Education d) Protection e) Sporting goals and guiding principles at youth level • Review the strategic programme and assess the goals at least once every second year, including internal strengths and weaknesses and external opportunities and threats. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Make publicly available an annual progress report on the organisation youth development and protection strategy. • Make publicly available an annual budget and plan of activities to deliver the youth development and protection strategy. • Conduct an independent audit of the organisations' strategy and performance every second year, including assessment in meeting organisational targets.



1. Recruitment

Recruitment of young athletes refers to the process of identifying, attracting, interviewing, selecting and on-boarding young athletes in a sports organisation or establishment either informally or formally.

1.1. Trial and selection

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Take measures aimed at assuring the safety, security, integrity, protection and overall well-being of young athletes entering in selections or trial procedures, including but not limited to: <ul style="list-style-type: none"> • Obtaining parental consent from the young person's parents for the individual to undergo trials / selection; • Setting a minimum age for young athlete to undergo a trial/ selection period; • Setting a maximum trial/ selection period and ensuring proper procedures and arrangements are in place if trial/ selection periods are to be extended; 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Make publicly available its' trial and selection procedures, setting out the following provisions: <ul style="list-style-type: none"> • Travel arrangements for young athletes, families or legal guardians; • Guidelines for gender equality, ethnic minorities, youth with disabilities, displaced and the under privileged; • Ensure, free of charge, adequate arrangements are in place regarding accommodation where necessary if the trial or selection is taking place away from the young athlete's local area; • Ensure all arrangements should be in place regarding the young person's schooling during any trial / selection period so that the young athlete is not missing school unnecessarily for a prolonged period of time, and the trials / selections should not occur during school hours; 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Ensure that all travel arrangements are made beforehand for the young person, parent or legal guardian to attend the trial / selection. In the case that the trial / selection takes place over a prolonged period ensure that the young athlete is at least accompanied to and from the relevant venue at which the trial / selection is taking place; • Ensure the young athlete is always under the care of an accompanying adult, receives nutritionist-approved, healthy and balanced meals free-of-charge during their stay; • Have appropriate insurance in place for family or legal guardians who are accompanying their young athlete to trials/ selection away from



<ul style="list-style-type: none"> • Introducing limits for young athlete on the duration of travel time to attend trials/ selections; • Ensuring adequate conditions are offered to the young athlete on trial / during the selection period; • Ensuring arrangements are in place with the young athlete’s parents so that all relevant parties are fully informed as to the procedure regarding the trial/ selection period; • Ensuring the welfare and progression of young athlete undergoing trial/ selection periods are monitored, at all times. 	<ul style="list-style-type: none"> • Establish procedures to safeguard young athletes from overtraining and implement tangible injury prevention policies during a trial / selection period; • Ensure that the young athletes receive suitable medical attention and rehabilitation both during and after the trial / selection period in case of get injured; • Have appropriate insurance in place for young athletes undergoing trials / selections and make the parents / guardians aware of this prior to the young athletes’ participating in the trials. 	<p>the young athlete’s local area;</p> <ul style="list-style-type: none"> • Take the necessary steps to incentivise young athletes who have commenced a training period to complete the duration of such training period. • To provide all necessary information in order that the young athlete and their parents or legal guardian may determine whether it is suitable for the minor or young person to enter a development programme with a view to competing in sport at an elite level.
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1.2. Assessment, Recruitment and Report

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Ensure that assessment/ selection of the young athlete is conducted in a fair and transparent manner considering the best 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Ensure the records of all young athletes who attend their trial / selection is thoroughly communicated to the 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Designate a tutor / mentor to follow, assist and support each young



<p>interests of the young person and that such procedures are always carried out, in accordance with the rules of relevant national, continental and international sport governing body;</p> <ul style="list-style-type: none"> • Ensure that accurate and up-to-date records are kept of all young athlete who attend the selection and assessment period; • Ensure that at the end of this period, a decision is taken as to whether the young athlete is offered a training contract or placed on a training programme. • Ensure that the decision taken after the trial / selection period is communicated clearly to the young athlete, their parents, or legal guardian(s); • Ensure that all records of young athletes who attend their trials / selection are fully compliant with national data protection and personal privacy legislation; • Establish rules regarding the recruitment of young 	<p>relevant national sports governing body and sport public authorities, if national law does not provide otherwise.</p>	<p>athlete throughout the trial / selection period;</p>
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<p>people to clearly set out that no inducement, of any kind, can be offered to the parents or legal guardian(s) of a young athlete.</p>		
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1.3. Contracts and Registration

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Sign a binding written agreement with the parents or legal guardian(s) of minors, compliant with the applicable legislation and national and international sport regulations to guarantee the best standards of care for the young athlete and regulate their relationship with the sport organisation; • Define the end date of the sporting training contracts, as well as the rights of both the sports training organisation and the young athlete to negotiate an extension and / or an early termination of the contract; • Register all young athletes in a formal registration system in accordance with the 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Include a “cooling-off period” within their respective training contracts and / or development agreements to enable the young athlete to leave the organisation after a relatively short period of time if the young athlete does not wish to continue with the sports organisation for the duration of the training contract and / or development agreement; • Implement recommendations or regulations setting a minimum age for the practice of organised competitive youth sport, so that intensive training do not negatively impact physical, mental and emotional health nor the education of young athletes. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Put in place, where applicable, sporting training contracts with minors to cover the period from registration until the signature of their first professional contract, or until the young athlete leaves the relevant sports training organisation – whichever occurs first and within the limits of the respective international federation in that field. • Arrange the conditions in the training contract / development agreement under which the young athlete will be taken back to their parents or legal guardian(s) at the end of the contract – if the athlete is still consider as a minor at the time.



<p>applicable legislation or national/ international sports regulations.</p> <ul style="list-style-type: none"> • Describe all rights and duties between itself and the minor, comprising the benefits and conditions that the sports organisation will provide – free of charge and where applicable – to the young athlete, including but not limited to: <ul style="list-style-type: none"> - Accommodation; - Travel arrangements; - Level of training / supervision to be provided; - Nutrition requirements/ dietary advice; - Training material/ kit and equipment; - Medical/ physiotherapy support; - Notice periods; - Arrangements for repatriation; - Time spent in education and level of education; and - Insurance cover for the minor. 		
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Training

Training of young athletes refers to teaching or developing any technical, tactical, physical or psychological skills toward a specific sporting activity or within a sporting environment.

1.4. Training and Competition Infrastructures

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Establish, maintain, and develop safe, secure, clean and suitable training and competition infrastructures, with appropriate human resources and qualified staff dedicated to the youth development sector, in accordance with the criteria set forth by the competent national governing body/ sports authority in accordance with national legislation and/or sports regulations. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Have a license for all the training centres under its management issued by the competent authority, be it the relevant sports governing body and/ or public entity in accordance with national legislation and/or sports regulations. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Be regularly monitored and audited for compliance with the requirements of its training centre; Actively seek collaborative partnerships, exchange programmes and any relevant public and private funding available to build, refurbish or improve facilities to enhance their respective youth development programme.



1.5. Training activities and competitions

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Be monitored by the competent national governing body/ public authority to ensure the training activities performed are operated in compliance with all applicable laws and regulations; • Provide young people with a detailed breakdown of their competition schedule and ensure that such schedules include official competitions sanctioned by the competent governing body. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Establish and disclose clear and tangible objectives and long-term strategies in the area of youth training and development; • Get regular feedback from competent governing body/ sport authorities regarding the evaluation results of the training centre and outcomes achieved by the relevant “Youth Development Programmes”. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Provide full details of the minor’s daily routine (including rest and leisure times) and the applicable rules to which the young athlete is to adhere to, ensuring that the young athlete is always fully aware of their schedule and the parents / legal guardian(s) are properly informed and confident that the minor is receiving suitable care and attention in the pursuit of their sport; • Provide suitable accommodation for example homestays where the young athlete is placed with local families, which should include the opportunity for these to be vetted in advance by the family of the young athlete.



1.6. Personnel		
BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Ensure that personnel and volunteers who work with young athletes are qualified and undertake continuous professional development training, in the fields of youth development, safeguarding and child protection skills; • Have in place suitable safeguarding and vetting procedures, compliant with the regulations from competent national governing body/ sports authority, when engaging personnel responsible for the supervision, care and training of young athletes, including, but not limited to, coaches, trainers, mentors, scouts, volunteers and technical, medical and administrative personnel; • Adopt all necessary measures to ensure they: <ul style="list-style-type: none"> - Respect the rights, dignity and worth of every young athlete and treat each young person equally regardless of age, gender, ability, ethnic origin, cultural background or religion; - Develop an appropriate relationship with young 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Require that all practitioners dealing with minors on youth development programmes are made aware of and sign up to the training organisations' child protection policy and procedures, internal rules, code of conduct, as well as a clear position specification establishing the recruited personnel's role and responsibilities; • Provide lifelong education for coaches, trainers, mentors, scouts, volunteers as well as technical, medical and administrative personnel. • Ensure that such programmes provide adequate information and training for personnel and volunteers so that they can offer help advice and support to children as well as develop and maintain the necessary skills in their role as educators; • Require all coaches working with young athletes to comply with the standards of national qualification systems in this regard, whether in the 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Ensure that all personnel are carefully recruited and selected, so as to assess their moral suitability and competency to work with minors, be suitably qualified, and must accept responsibility for ensuring the wellbeing of young athletes in their care. • Undertake all necessary safeguarding and vetting / background checks on personnel before they are permitted to interact with minors – notably ensuring that when recruiting a person for professional or voluntary activities involving children, criminal records and integrity checks are conducted; • Ensure that volunteer personnel with responsibilities for young athletes in sport are subject to the same level of safeguarding and vetting checks as paid personnel. • Ensure that volunteer personnel are suitably qualified, including all those who have any contact with young athletes, such as those



<p>athletes based on mutual trust and respect;</p> <ul style="list-style-type: none"> - Challenge bullying and abuse in any form whether physical or emotional, be it from another young athlete, coach, parent or guardian; - Be positive during coaching sessions, games and other activities so that young athletes leave with a sense of achievement and an increased level of self-esteem; and - Lead by example and promote integrity, respect, and fair play. 	<p>context of young people participating in sport at a recreational or high-performance level.</p>	<p>providing transport and administrative support;</p> <ul style="list-style-type: none"> • Ensure that their personnel who work with young athletes undertake, on a yearly basis, a minimum number of hours of continuous professional development training.
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1.7. Integrity and Ethical Conduct

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Build capacity and educate young athletes in ethical conduct and ensure that young athletes are made aware that they should abstain from activities not compatible with ethical principles of fair play, integrity and respect, such as under aged alcohol consumption or the use of illegal drugs. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Take part and develop programmes designed to raise awareness around areas such as doping and match-fixing and implement effective prevention, protection and education programmes and campaigns aimed at young athletes, their parents / guardian(s), as well as their coaches and all appropriate personnel responsible for their training/ match / competition schedule. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Establish attendance of sports integrity training courses and/ or integrity checks as a mandatory condition to get a license, membership or to participate in a sport competition.



2. Education

Education refers to the process of facilitating learning or the acquisition of knowledge, values and behaviour within a sporting environment.

2.1. Compulsory and Complementary Education

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Ensure that young athletes receive compulsory education or remain in school, in accordance with the national legislation, and that they are not deterred from continuing their education if they so wish; • Ensure the provision of such education is always delivered by certified and qualified individuals and organisations. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Provide a reasonable level of mentoring support to young athletes in their care, so that young athletes (particularly those who train / reside away from home and their families) are provided with a holistic support structure to ensure their emotional and psychological well-being and development. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Ensure educational and vocational support for young athletes on their youth sport development programme in the form of tutor support and individual study plans.



2.2. Alternative educational institutions

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Where applicable, in cases where young athletes are registered with a sports training organisation and are educated in this training organisations' own school/ academy, training organisations should implement a fully comprehensive and certified education programme. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Ensure that the young athletes in their care receive a formal, alternative education programme appropriate to their age and that the sports training organisation takes appropriate measures to supervise the studies of the young athletes for which they have a duty of care at all times; Considers customized support to minors through flexibility within education delivery. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Ensure that the young athlete is given every opportunity to continue their programme of education which they have commenced with the relevant training organisation at no cost to the individual whenever the organisation considers that a young athlete is unlikely to be offered a high performance / professional contract at the end of their training contract / development agreement.

3.4. Dual Career Programmes

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Ensure that that every youth athlete involved in a youth development programme has the possibility to follow mandatory school education according to national law and is not prevented from continuing his non-sporting education (complementary school education or profession) 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Ensure that specific educational provisions and customized approaches are provided to those pursuing dual career programmes including, but not limited to: <ul style="list-style-type: none"> E-learning; Guided study; Extra classes; Tutorship; 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Establish progressive competitive levels and transitions in accordance with the age of the young athlete. Establish the existence of dual career programmes, approved on an annual basis by the relevant sports governing body or competition and/ organiser, as a



<ul style="list-style-type: none"> Promote and develop, where applicable, dual career programmes, for young athletes. Ensure that dual career programmes comprise adequate educational support to ensure that young athletes are reasonably able to adapt to life outside of sport and obtain employment in another role within sport or another sector of activity. 	<ul style="list-style-type: none"> Conditional grants and scholarships. Work actively, consult and engage in decision-making processes, athletes' unions and commissions ensuring young athletes are informed about the importance of balancing their training with their schooling education. 	<p>mandatory criteria for the approval of:</p> <ol style="list-style-type: none"> Clubs' youth development programmes; Licensing of clubs' youth training academies; Clubs' licensing processes for participation on official sporting competitions at national and international.
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3.5. Relationships with Parents or Legal Guardians

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Provide minors and their parents or legal guardians with information, advice, records and progress reports regarding the minor's technical, educational, academic and social welfare in an appropriate manner (such as through face-to-face meetings or regular communication via telephone and / or email); Act in the best interests of the young athlete and treat their parents or legal guardians with respect in all dealings with young athletes in their charge; Keep the parents or legal guardian(s) of the young 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Appoint a liaison officer / chief contact point to manage the relationship with parents or legal guardian(s); Use their best efforts to make parents or legal guardians aware of the sporting rules and codes of conduct that apply to the young athlete and their chosen sport as well as sport in general. By way of example, parents / legal guardians should be encouraged by the relevant sport organisation to educate their children to play by the rules and to abide by the following principles: 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Develop, implement and deliver specific programs to properly inform and advise young athletes and their parents or legal guardian(s), about the prevention and fight against threats to the integrity of sport and the athletes physical and moral well-being,



<p>athlete aware at all times of the progress and performance of the young athlete and promptly inform them of any relevant issue concerning the young athlete, such as illness, injury, accidents, absence, or about any other matter that may require their intervention;</p> <ul style="list-style-type: none"> • Obtain parental or guardian consent where matters arise in connection with a young person such as where the young person requires medical attention or the young person is to be taken abroad for training / matches / competition. 	<ul style="list-style-type: none"> - Respect officials' decisions and encourage children to do likewise; - Do not exert undue pressure on their children; - Never admonish their own child or any other child for their standard of play; - Never attempt to meet their own needs and aspirations for success and achievement through their children's participation in sport; - Be positive and constructive, showing approval whether the young person individually or as part of a team wins, loses or draws; and - Do not engage in arguments with officials and/or parents of other young people or use foul or abusive language at any time. 	
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4. Protection

Protection of young athletes refers to the responsibility of organisations to make sure their staff, operations, and programmes do no harm to children and that they do not expose young athletes to the risk of harm and abuse. Any concerns of safety are reported, responded and resolved via the proper reporting channels.

4.1. Prevention, Awareness, Education and Capacity Building

In addition to the education and capacity building protocols and integrity checks identified in the Universal Standard 2 above, the Sports Organisation shall have the following in place in specific regards to protection



BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Ensure that all staff undertake continuous professional development training with regards to awareness, evolution and processes, in the field of protection and prevention; 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Provide bespoke lifelong education for coaches, trainers, mentors, scouts, volunteers as well as technical, medical and administrative personnel. Ensure that such programmes provide adequate information and training for staff so that they can offer help advice and support to children as well as develop and maintain the necessary skills in their role as educators; Require all personnel undertake formal and on-going training, education and capacity building programmes specifically dedicated to awareness of, and prevention of all forms of abuse (as defined and articulated herein). 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Require all personnel undertake, on a yearly basis, a minimum number of hours of formal and on-going training, education and capacity building programmes specifically dedicated to awareness of, and prevention of all forms of abuse (as defined and articulated herein).

4.2. Medical Care

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Ensure that young athletes receive appropriate medical support whenever needed. Where applicable, in the context of elite / professional sport, this medical support should include preventative 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Take all necessary steps to ensure that young athletes on a pathway to a professional or elite sport career, follow an adequate nutrition programme / any advice issued by the 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Have in place procedures and guidelines in relation to the management of injuries which may be suffered by young athletes who participate in sport whether at



<p>medical checks to verify their capacity to properly train and play / compete in sport;</p> <ul style="list-style-type: none"> • Comply with the World Anti-Doping Code and ensure that young people (particularly those young athletes on a pathway to a career in professional / elite sport or who are already engaged in sport at a professional / elite level) are aware of the risks to their health of doping and the consequences of breaching the World Anti-Doping Code. 	<p>relevant sports organisation, considering their age, stage of physical development and the intensity of their training schedule;</p> <ul style="list-style-type: none"> • Establish illness and injury prevention and monitoring programmes to regulate and verify the volume and intensity of training and competition regimes, so as to ensure that young athletes are not over-training / competing in sport at an intensity level which is not appropriate for the young athlete's stage of development and that their education in other core curriculum subjects does not suffer as a result of their participation in sporting activities; • Raise awareness and regularly provide training and education to young athletes about the danger to their health of utilising banned substances and banned methods. 	<p>grassroots or elite level, including but not limited to the following:</p> <ul style="list-style-type: none"> - Directions as to how many personnel within the relevant sports organisation should be trained in the provision of first aid to children/ young people; - The level of certification in first aid training to be held by personnel within the sports organisation with responsibility for the coaching and training young athletes; - What first aid/ medical equipment sports organisations are required to have 'on-site' at locations where young athletes are coached / trained or compete; and - Procedures for dealing with incidents of concussion which may be suffered by young athletes participating and/ or competing in sport such as ensuring that personnel are trained in recognising signs and symptoms of concussion, 'return to play/ practice' procedures and that incidents of
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		concussion are treated and managed by medical professionals.
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4.3. International Movement of Minors and Youngsters

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Ensure that all young athletes from foreign countries undertaking trials with the club / academy or that are registered with the organisation have all the necessary documentation in place with regards to their immigration status; • Abide by the legislation and regulations governing the international transfers of young people in order to effectively prevent any unlawful practices and ensure the desired protection of young people; • Implement an adequate and proportionate range of sanctions to further prevent and dissuade the trafficking of young athletes. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Use their best efforts to ensure that all young foreign athletes adjust to the local/ national culture, by providing, where necessary, language courses and other relevant activities aimed at promoting their social inclusion and integration; • Adopt internal risk management and control processes to identify and mitigate trafficking risks in their athlete recruitment operations. This should include a risk assessment, policy development and a strategy for monitoring of both the processes and the involved personnel; • Actively encourage, engage and participate in close dialogue and enhanced co-operation with law enforcement agencies, immigration authorities, child protection agencies, athletes' unions and commissions and intermediaries to counter trafficking of minors. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> • Use their best efforts to fully respect religious, ethnic and cultural habits, traditions and practices of young foreign athletes, adapting whenever possible its activities to these considerations; • Be actively engaged in education programmes and awareness campaigns regarding the risks of sport migration for young athletes, wherever they have operations outside of the jurisdiction of their national governing body. • Ensure these programmes and campaigns are an embedded part of their academy and youth development operations through a committed CSR and local community strategy. Such activities should envisage not only the protection of vulnerable minors, but also the strengthening of the sports training organisations' relationship with local communities;



		<ul style="list-style-type: none"> Enhance cooperation in the development and use of appropriate methods for determining the age and identity of young people to ensure a level playing field in sport, and to protect the health and safety of children and young people.
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4.4. Sports Betting Integrity and Prevention of Match-Fixing

BRONZE	SILVER	GOLD
<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Establish, within their regulations, a prohibition on placing bets on competitions involving young people. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Prohibit all young athletes and personnel involved in youth sport, including youth sports executives, coaches, referees, doctors, physiotherapists, and other officials to bet on their sport. 	<p>The Sports Organisation shall:</p> <ul style="list-style-type: none"> Establish and implement codes of conduct on sports betting integrity; Develop appropriate and regular training and educational programmes especially for young athletes and all personnel responsible for the supervision, care and training of young people in sport.