

Safeguarding Officers Safe Sport Pulse Survey



Safe Sport Taskforce

Sport
SINGAPORE

1 Background

- 1.1 140 individuals from 75 institutions have undergone SportSG's Safe Sport Taskforce Safeguarding Officer training to date. Each SO undergoes a 1-day course on:
 - a. behaviours which are of concern to Safe Sport
 - b. the barriers to reporting concerns
 - c. tools for a first responder
 - d. identifying reportable cases (crimes)
- 1.2 In 2021, each of the safeguarding officers ("SOs") will also be trained in Psychological First Aid.
- 1.3 An online Safeguarding Officer Pulse Survey was conducted over December 2020 – January 2021.
- 1.4 A list of participating organisations is set out at Annex 1 and the detailed responses to the survey at set out at Annex 2.

140 SOs from 75 institutions were sent the survey

64 of the 75 institutions were NSAs, 6 were multi-sport institutions

99 SOs from 64 institutions took part in the survey

SOs from 87.50% of NSAs completed the survey

80.6% of participants opted for responses to be non-identifying

Survey Preamble

The purpose of this survey is to:

1. Assess the prevalence of safe sport concerns within your sporting community from your perspective
2. Evaluate the adoption & implementation of safeguarding policies and signposting of resources
3. Understand how the Safe Sport Taskforce can better assist you and your organisation

There are 5 sections in this survey and 21 questions in total.

The survey will take about 15 minutes.

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Note: Any information which you share with the Safe Sport Taskforce can be marked as non-identifying if you wish. This means we will include your responses in our analysis but not use any data in any communications to parties outside the Safe Sport Taskforce that identifies your sport/your identity. You may indicate this in your form.

2 Analysis

- 2.1 The following analysis was taken from the responses and analysed in the following categories:
- A. Environmental Risks Factors
 - B. Prioritisation of Work for Safe Sport Taskforce
 - C. Disciplinary Processes
 - D. Support needed by SOs and Organisations
- 2.2 At the outset it is important to recognised that any conclusions taken out of this analysis is preliminary as it is based on the SOs perspective. Given that nearly 91% of SOs are employees and/or board members of their respective institutions, it is important to triangulate and compare the data against an upcoming **Participant Climate Survey**.

A. Environmental Risk Factors which contribute to Safe Sport Concerns

Risk Factors ranked from highest to lowest

1. Fear of speaking up due to perceived consequences
2. Culture of tolerance and poor practice from leadership & management
3. Poor employment & volunteer screening
4. Poor coaching practices
5. Lack of policies & guidelines
6. Overemphasis on winning
7. Lack of awareness & education
8. Young athletes in a highly competitive environment

Comment:

The environmental data points to some important institutional barriers to reporting which may impact data prevalence.

Data corresponds with Leaders being identified as some of the roles which were assessed as “badly needing” Safe Sport education and training [Section 1 Question 6]

B. Prioritisation of Work

	Prevalence [S1 Q3]	Level of Participation [S1 Q4]	Groups requiring education [S1 Q6]
High Priority	<ul style="list-style-type: none"> Neglect (e.g. over training, training when injured, tolerating poor practices) Psychological Misconduct (e.g. intimidation, verbal abuse) Inappropriate Acts (e.g. verbal, gestures, touching) 	<ul style="list-style-type: none"> Age Group High Performance (Youth) 	<ul style="list-style-type: none"> Coaches Leaders (Management/Boards) Athletes Organisation Staff
Medium Priority	<ul style="list-style-type: none"> Bodyshaming Hazing, Cyberbullying Physical Misconduct Inappropriate Relationships 	<ul style="list-style-type: none"> High Performance Opens (National Team) Clubs / Member Programmes 	<ul style="list-style-type: none"> Technical Officials Volunteers
Lower Priority	<ul style="list-style-type: none"> Harassment Sexual Misconduct & Harassment 	<ul style="list-style-type: none"> Grassroots Sub Elite (Development Teams) 	<ul style="list-style-type: none"> Parents Medical Personnel

Comment:

Prioritization based on assessments provided by SOs in the three areas.

- Perceived Prevalence of Safe Sport Issues [Section 1 Question 3]
- Risk assessment by level of participation [Section 1 Question 4]
- Assessment of Educational Needs by Role [Section 1 Question 6]

Whilst the prevalence data presented above is across all sport, it is important to recognise that the sheer variety of sporting activities and the different factors which impacts each sporting environment uniquely:

- ontology of discipline (artistic, accuracy, invasion speed)
- Individual / team sport
- level of participation (recreation, competitive, elite)
- mode of participation

E.g. exposure to body shaming is greater in sport with artistic elements.¹

¹ <https://www.straitstimes.com/sport/singapore-athletes-open-up-on-long-struggle-with-body-image-issues-call-for-early-intervent>

C. Disciplinary Processes

	Independent Adjudication	Hearing
15%	✗	✗
35%	✗	✓
10%	✓	✗
22%	✓	✓

Comment:

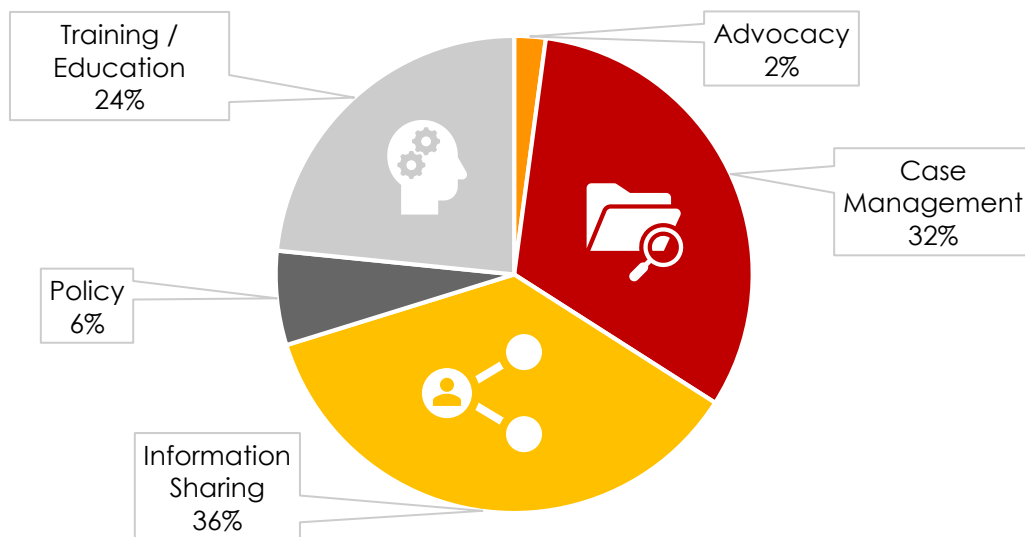
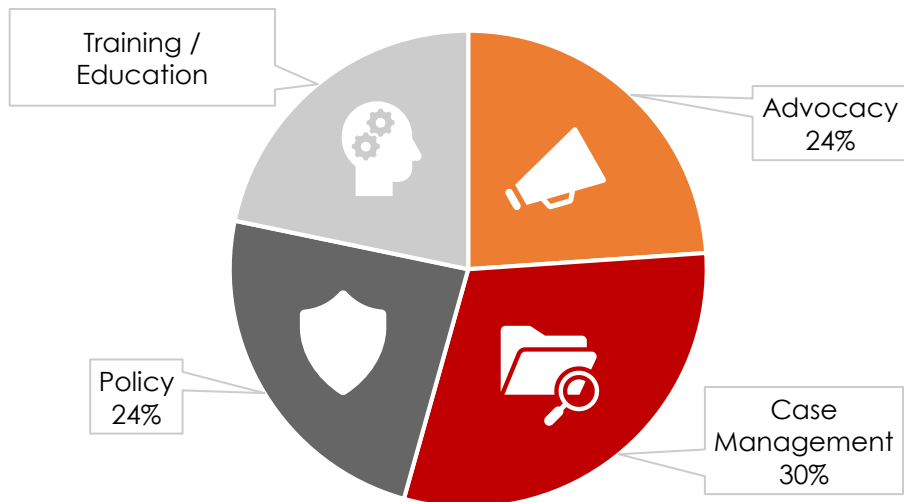
It is every organisation's prerogative to determine what type of disciplinary model they wish to adopt. E.g. composition of adjudication panel (internal, independent / mixed), decision by report or forum with opportunity for respondent to be heard

However, the processes that are:

- 1) not independently adjudicated may raise questions about conflicts of interest.
- 2) by report only, naturally gives rise to due process concerns where the person who is accused of inappropriate behaviours may not have an opportunity to respond to allegations laid against him before the panel meting out sanctions.

E.g. *Singapore Amateur Athletics Association v Haron bin Mudir* [1993] 3 SLR(R) 407 the Singapore Court of Appeal overturned a disciplinary decision by an internal sports tribunal for procedural improprieties and gross breaches of the rules of natural justice.

Support Required by Organisations & Safeguarding Officers



Comment:

(1) Case Management and (2) Education & Training are the two areas which require greatest support across both Organisations and SOs

SOs have indicated (3) Advocacy and (4) Policy support as important areas for their organisations.

SOs have also requested for more (5) Information Sharing to assist them with their work.

The data provides useful guidance on the areas of work needed to assist SOs in their roles.

Annex 1

List of Participating Organisations

National Sporting Associations

Archery Association of Singapore
Athletes' Commission
Basketball Association of Singapore
Boules Singapore
Cuesports Singapore
Equestrian Federation of Singapore
Fencing Singapore
Football Association of Singapore
Karate-Do Union of Singapore
Netball Singapore
Singapore Amateur Boxing Association
Singapore Athletics
Singapore Badminton Association
Singapore Bowling Federation
Singapore Canoe Federation
Singapore Cricket Association
Singapore Cycling Federation
Singapore Disability Sports Council
Singapore Dragon Boat Association
Singapore Esports Association
Singapore Floorball Association
Singapore Golf Association
Singapore Gymnastics
Singapore Ice Hockey Association
Singapore Ice Skating Association
Singapore Karate-Do Federation
Singapore Modern Pentathlon Association

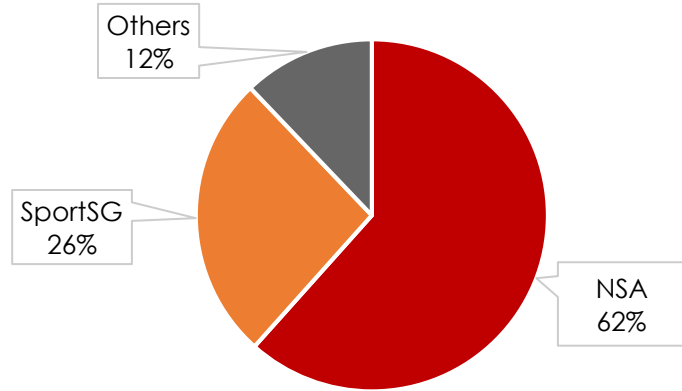
Singapore Mountaineering Federation
Singapore Power Boat Association
Singapore Rugby Union
Singapore Sailing Federation
Singapore Sepak Takraw Federation
Singapore Shooting Association
Singapore Silat Federation
Singapore Swimming Association
Singapore Table Tennis Association
Singapore Tennis Association
Singapore Underwater Federation
Singapore Weightlifting Federation
Singapore Wushu Dragon & Lion Dance Federation
Special Olympics Singapore
Sports Boules Singapore
Triathlon Association of Singapore
Volleyball Association of Singapore

Others

SportSG
Athletes' Commission
Ministry of Education
National Youth Sports Institute
PESTA
Singapore Institute of Management (SIM)
Singapore National Olympic Council
Singapore Sport Institute

Annex 2

Survey Participants

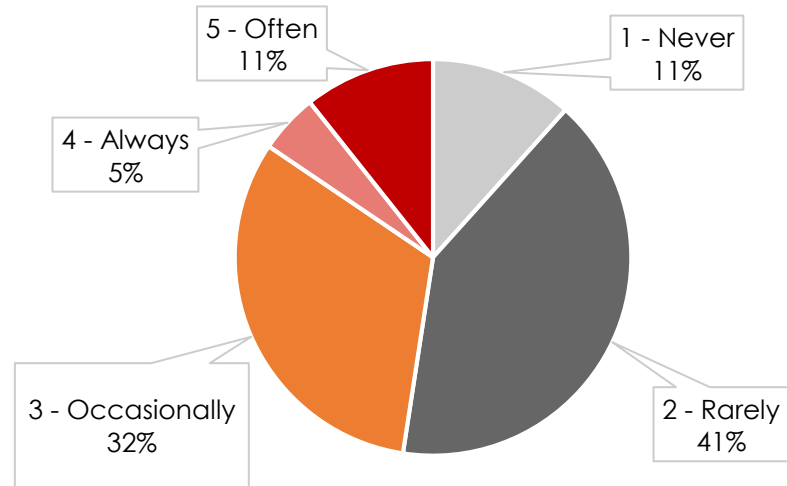


Position of Participant in their Organisation

Employee	76%
Board Member/ Management Committee / Sub Committee Member	15%
Others <ul style="list-style-type: none"> • Member • Advisor • Formerly affiliated with organisation 	5%
Volunteer	3%
Service Provider (e.g. Coach, Medical Personnel)	1%

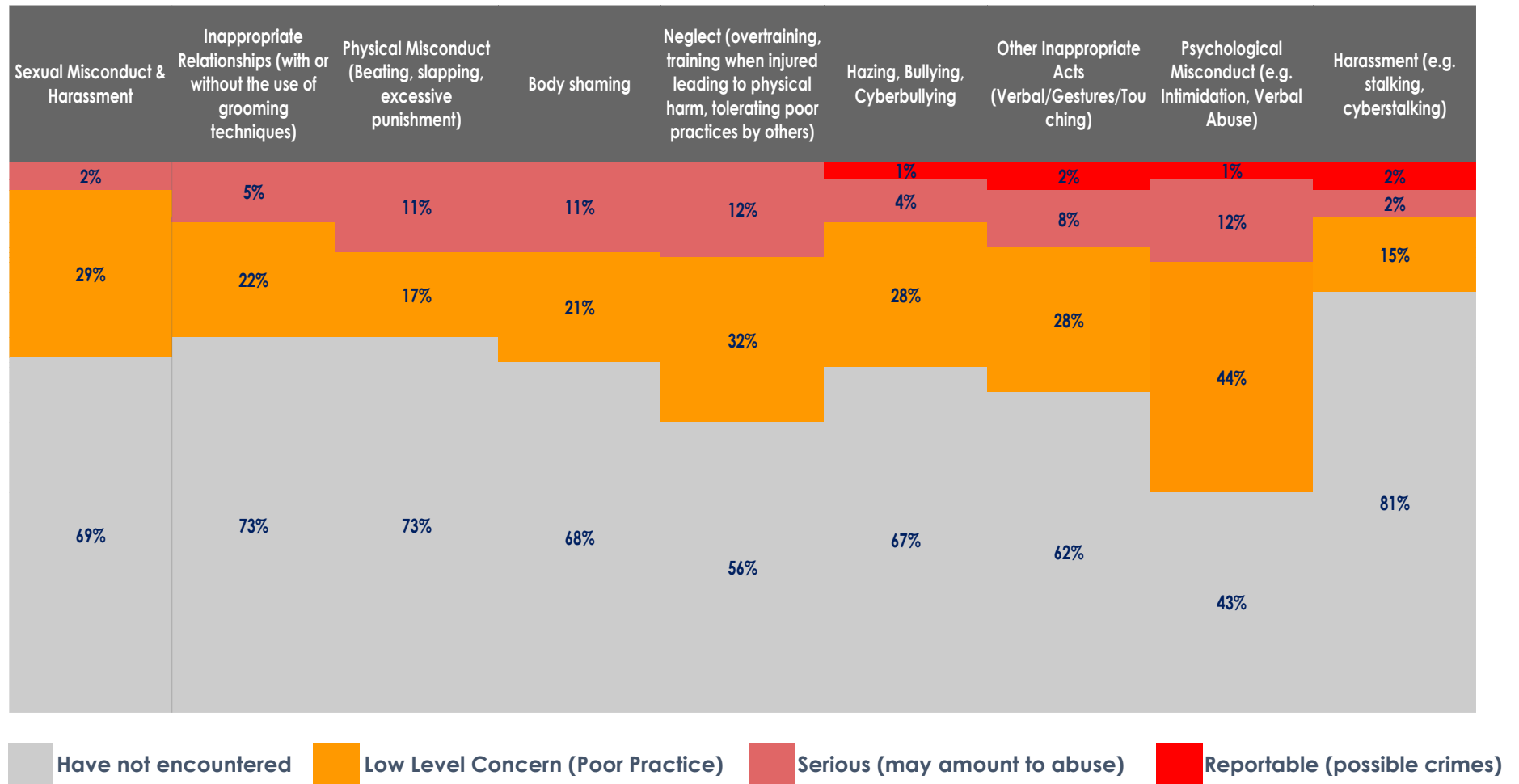
Section 1 Question 2

What is the FREQUENCY that you have taken notice of concerning behaviour in your sporting community?



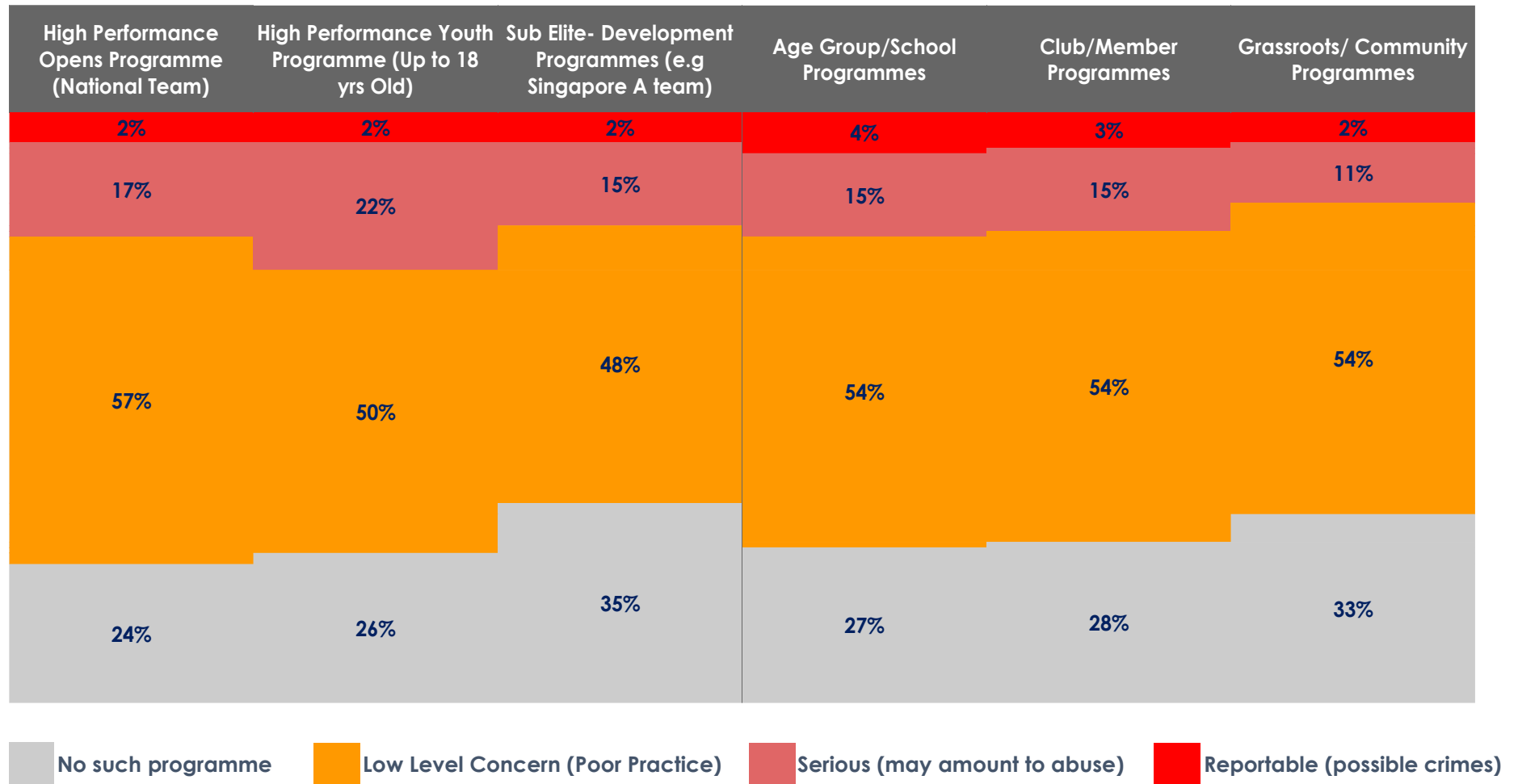
Section 1 Questions 3

Indicate the SEVERITY of the following types of behaviour you have encountered in your sporting community



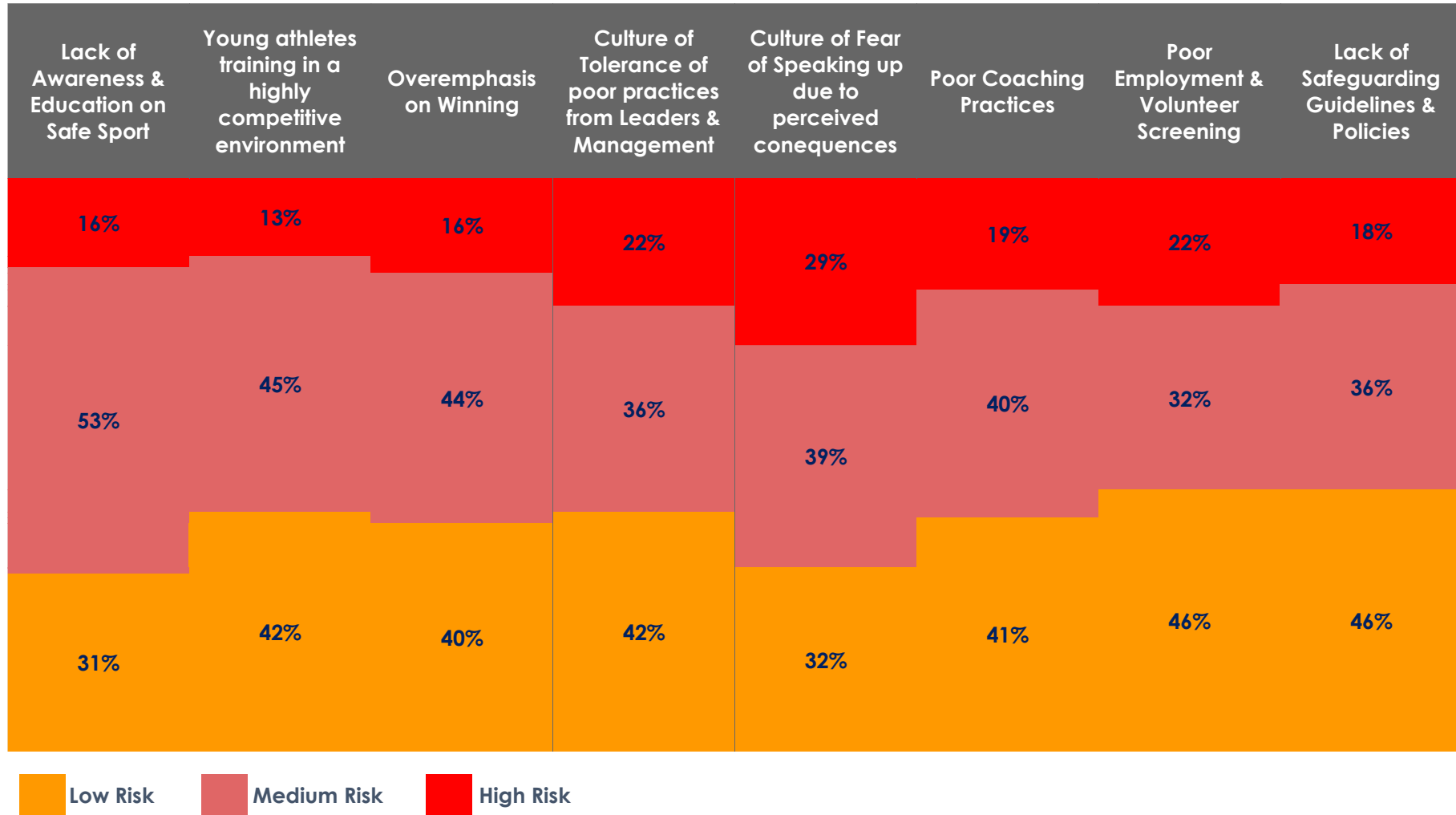
Section 1 Questions 4

Rate the threats which could be posed to Safe Sport in the different LEVELS OF PARTICIPATION in your sport



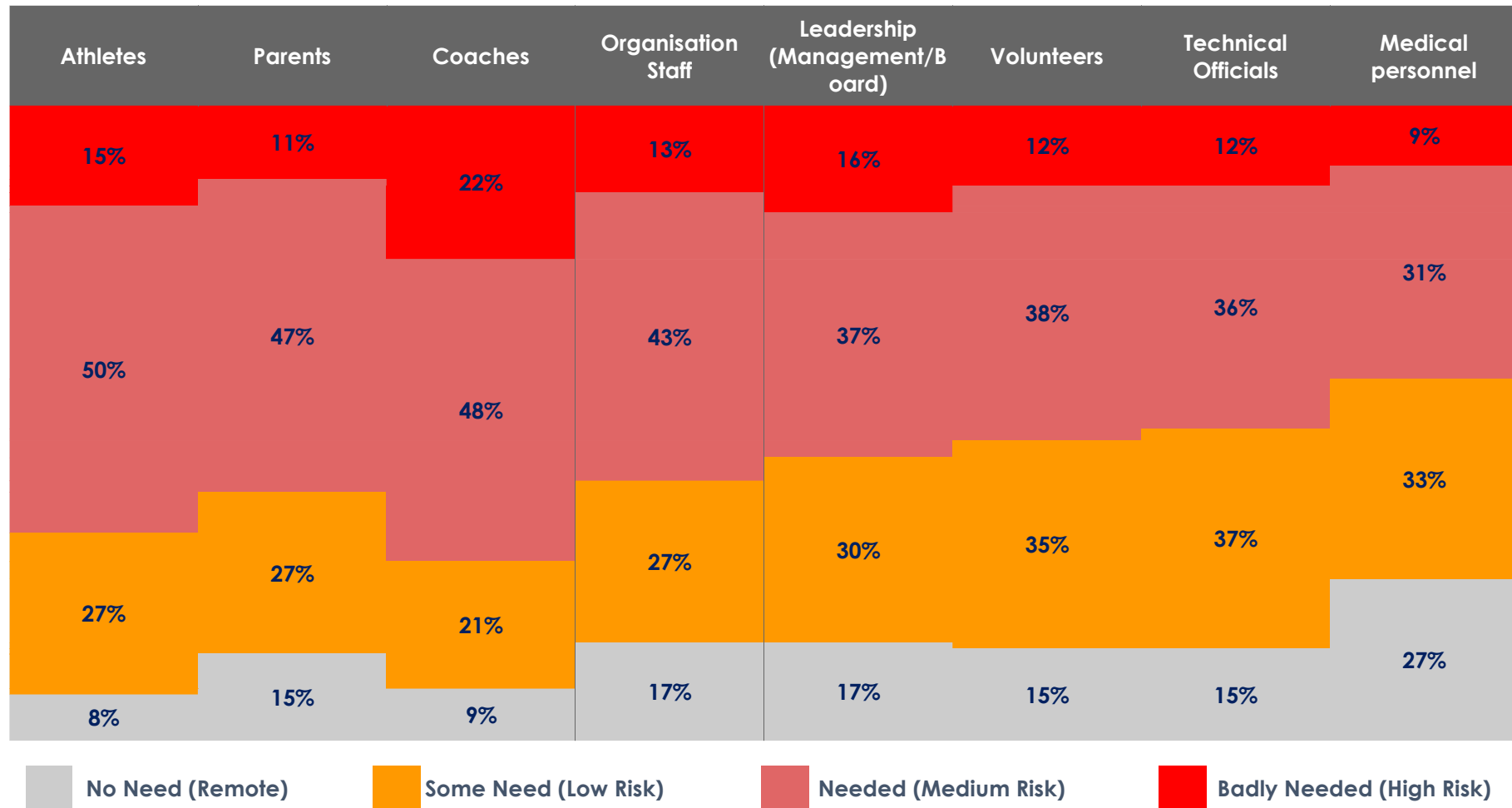
Section 1 Questions 5

How would you rate the ENVIRONMENTAL RISK FACTORS which contribute to Safe Sport concerns in your sporting community?



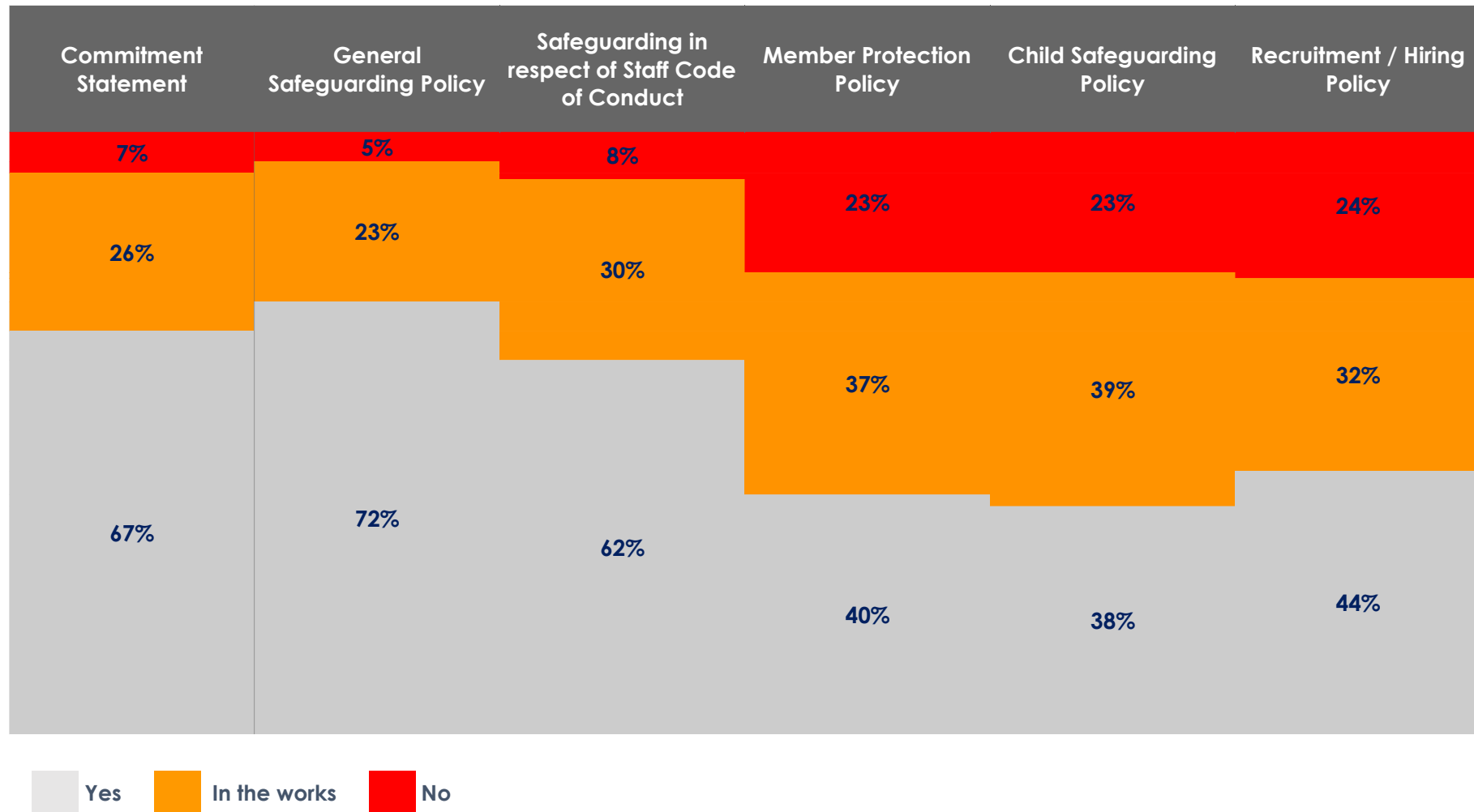
Section 1 Questions 6

Assess the NEED for Safe Sport education & awareness for the following roles in your sporting community:



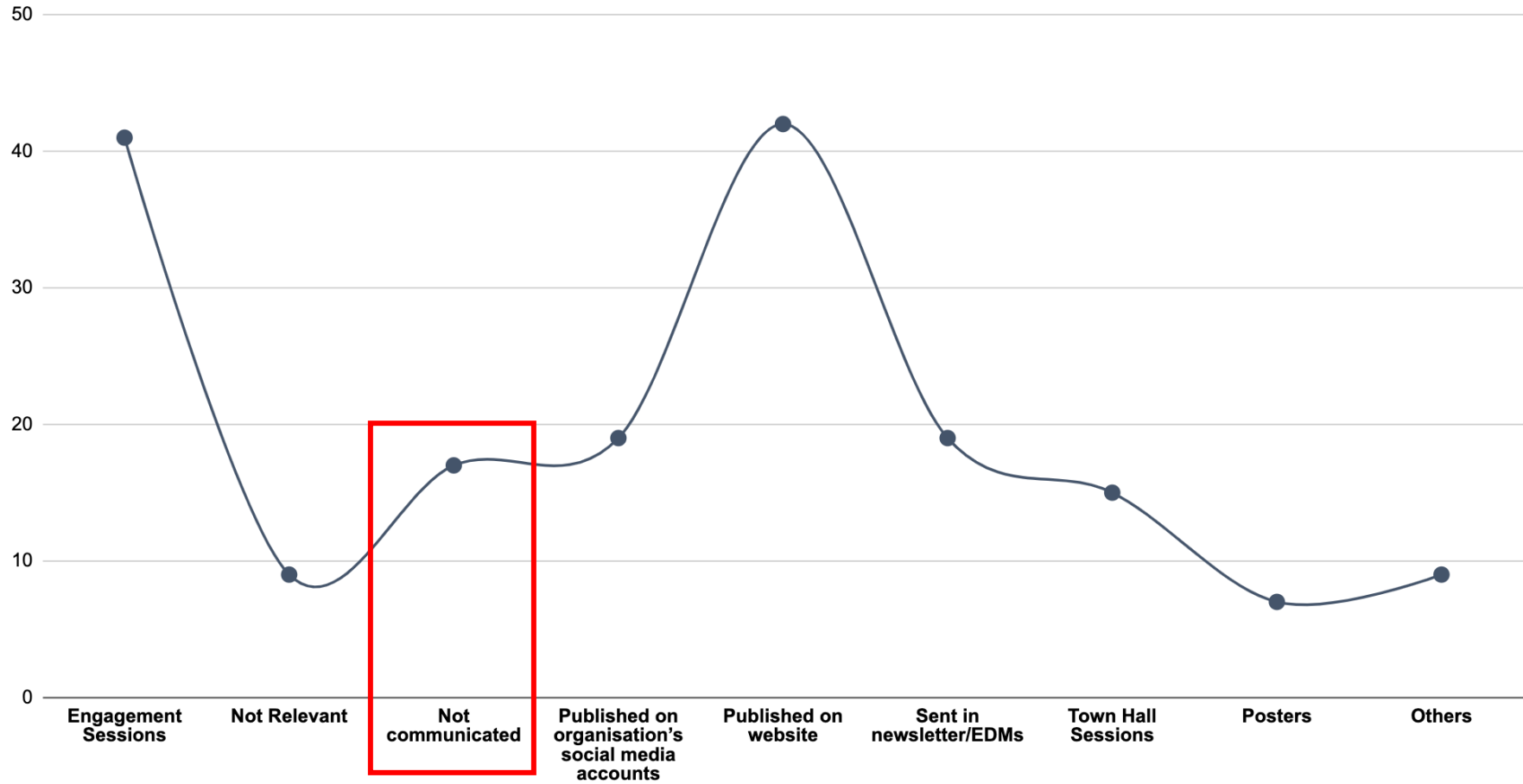
Section 2 Questions 1

Has your organisation adopted any safeguarding protections in respect of the following:



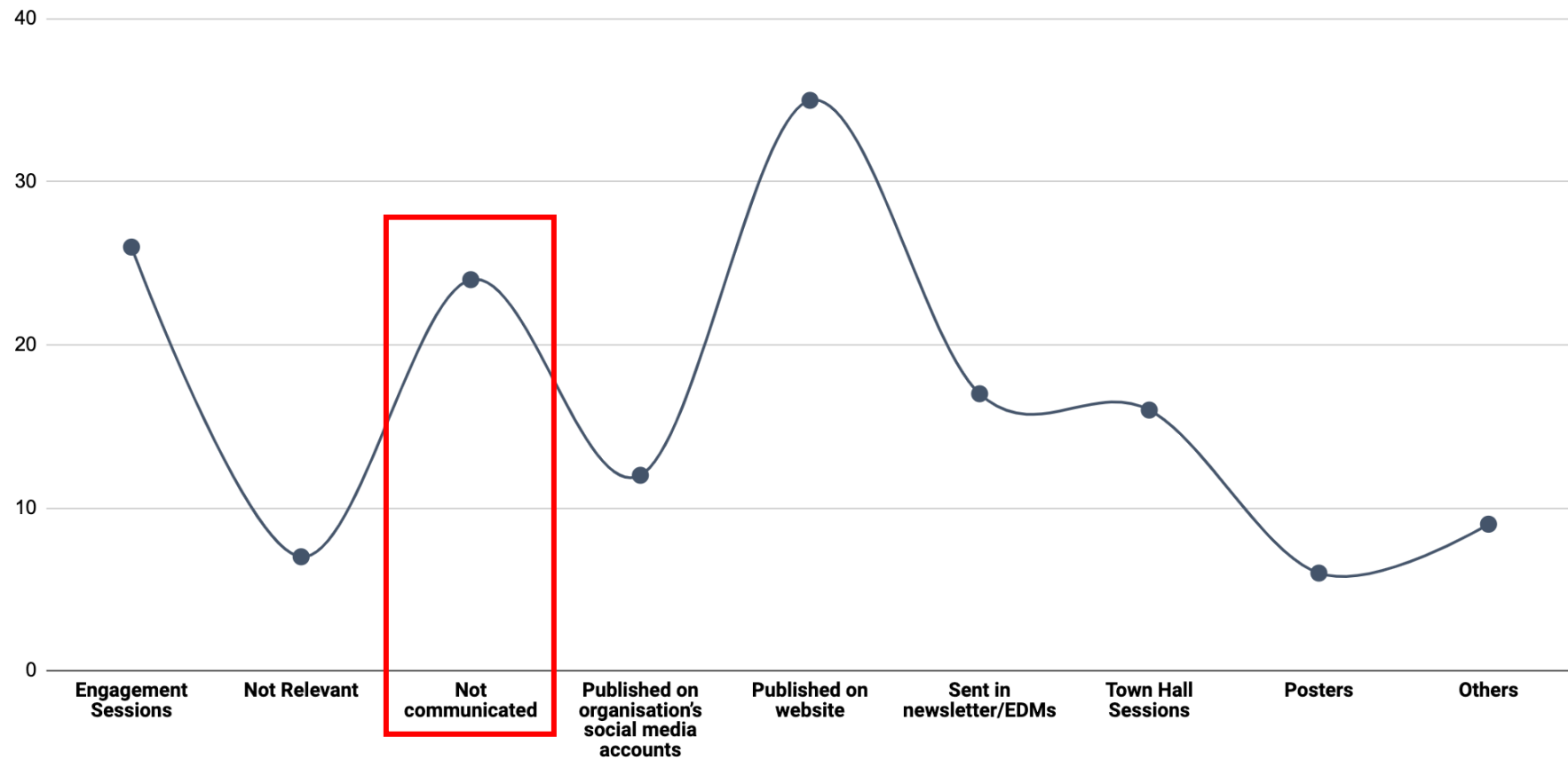
Section 2 Questions 3

How has the adoption of the Safeguarding policy & reporting process communicated to your members?
(E.g. clubs/academies)



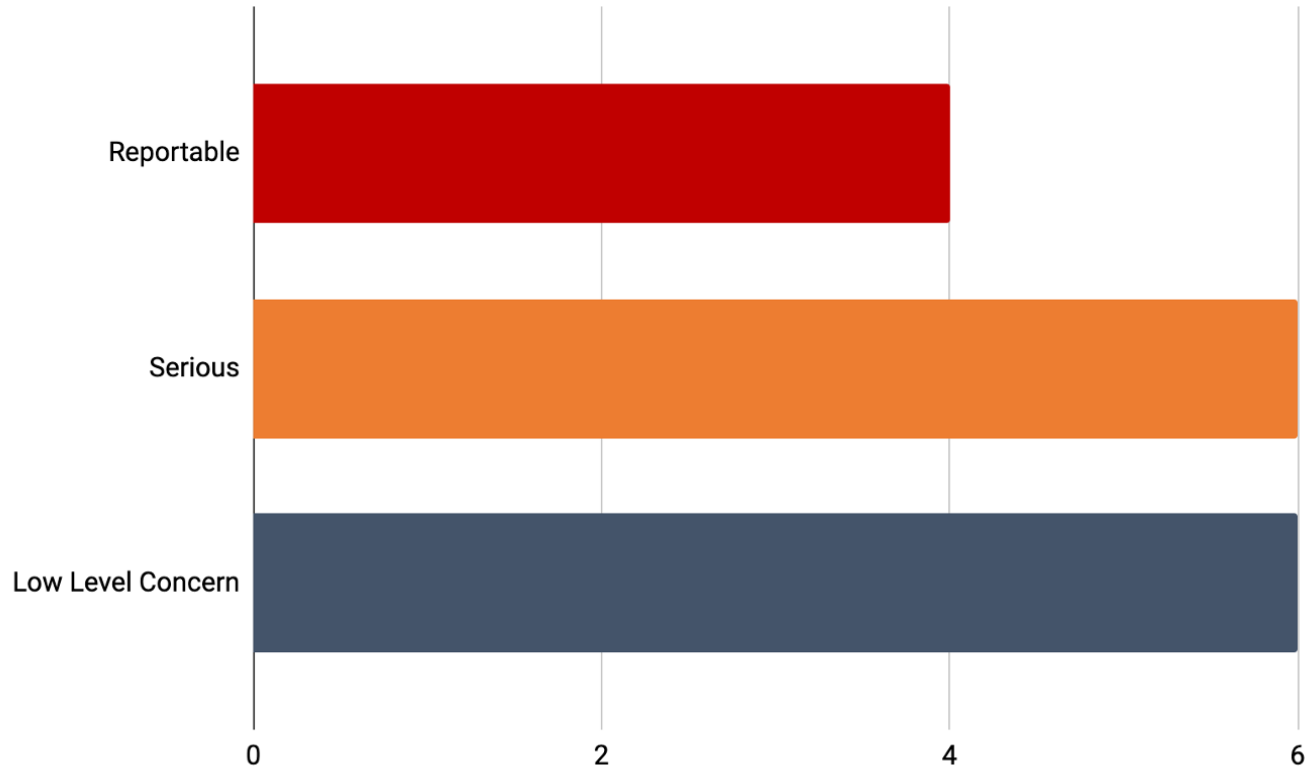
Section 2 Questions 4

Has the Safeguarding policy & reporting process been communicated DIRECTLY to the individual participants of your sport (athletes, coaches, parents, volunteers, officials, stakeholders)?



Section 3 Questions 2

How many reports of concerns have you received?



Section 3 Questions 2

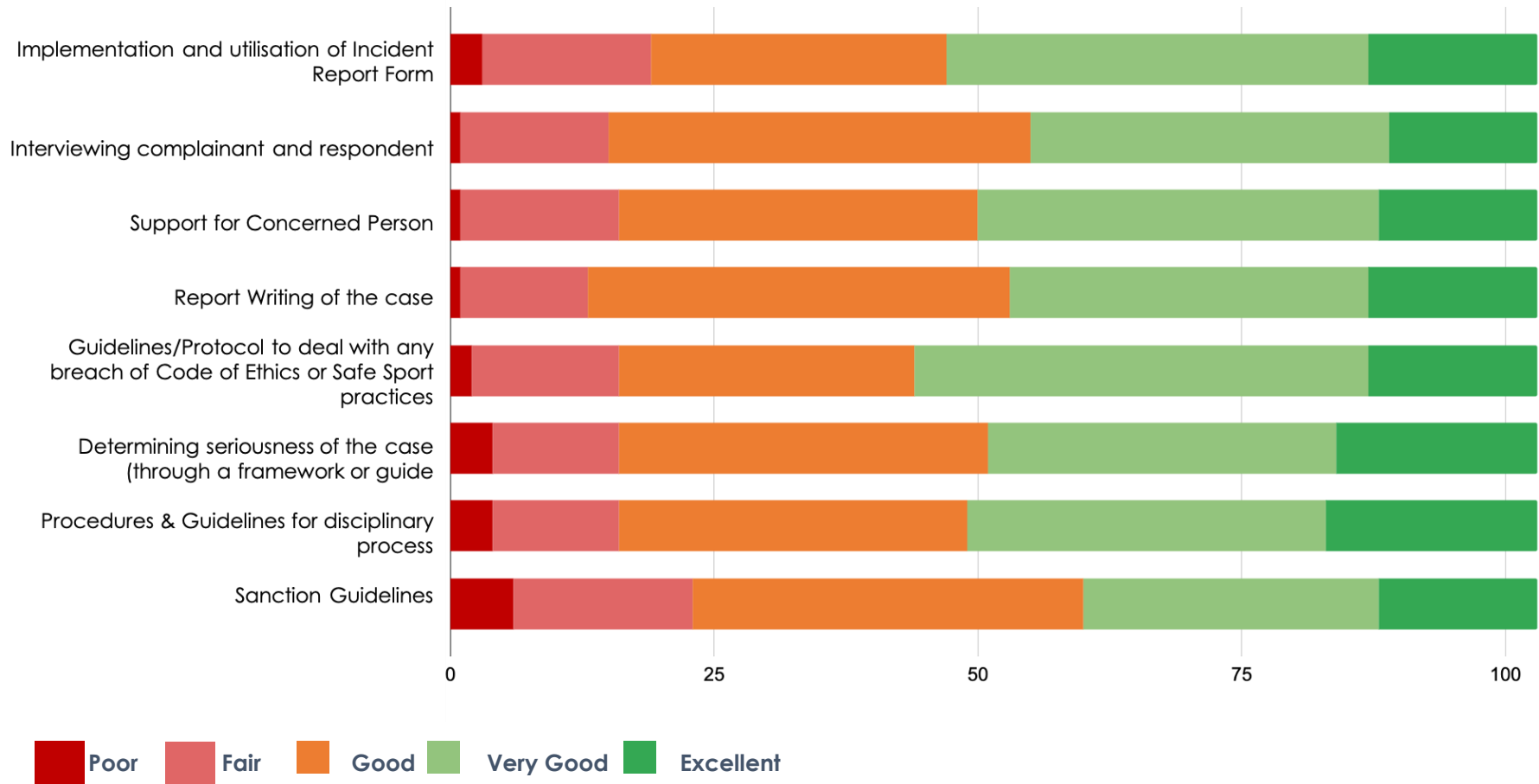
If [you did not receive any reports], what do you think is the reason for not having any reports of concern?

**Other Reasons**

- Lesser sporting opportunities during Covid-19 period
- No major games for 2020
- Not aware of what is Safeguarding

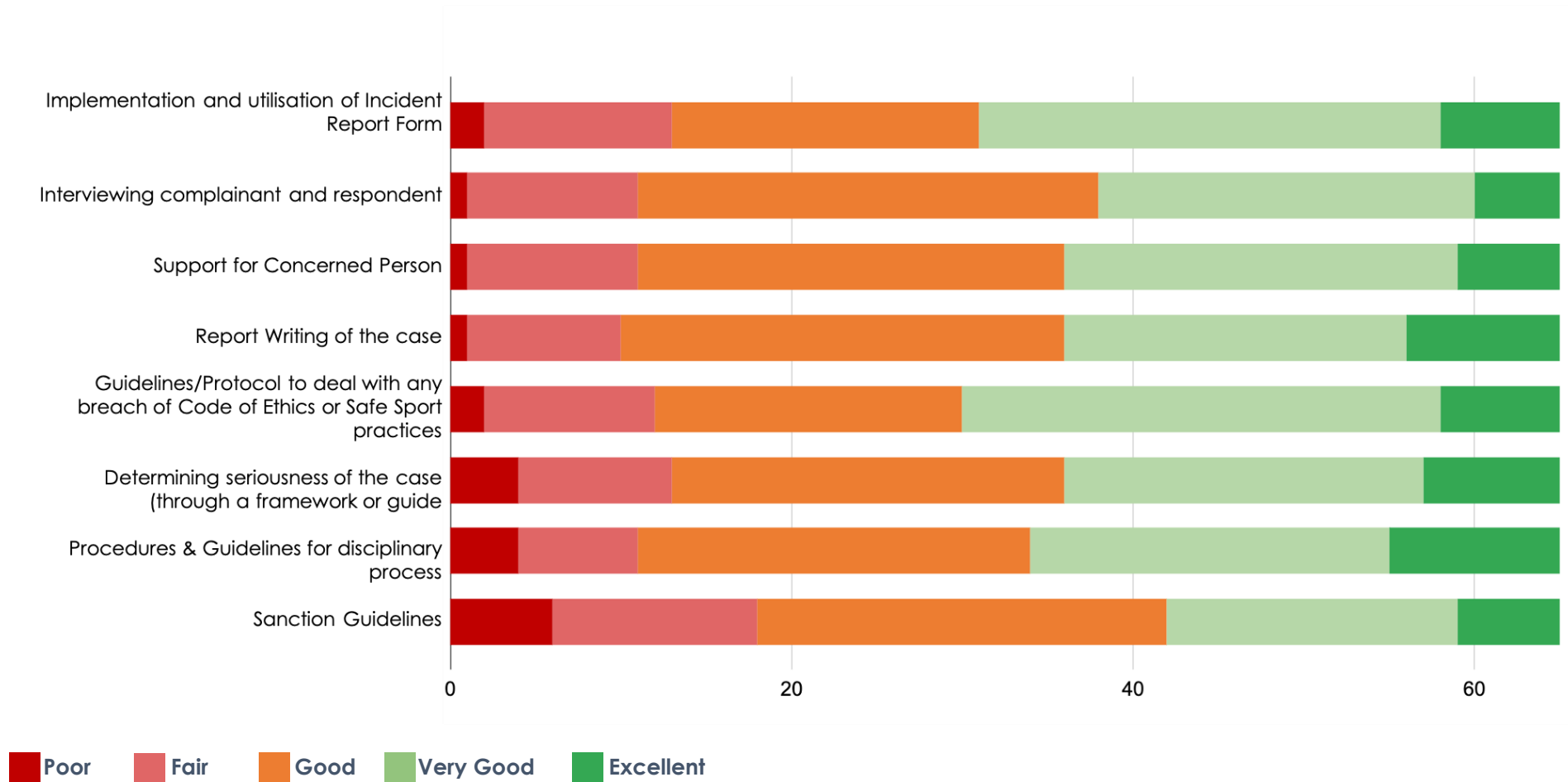
Section 4 Questions 4

On a level of 1 to 5, please rate your organisation's capability in handling a case for each item.
(NSAs, SportSG & Others)



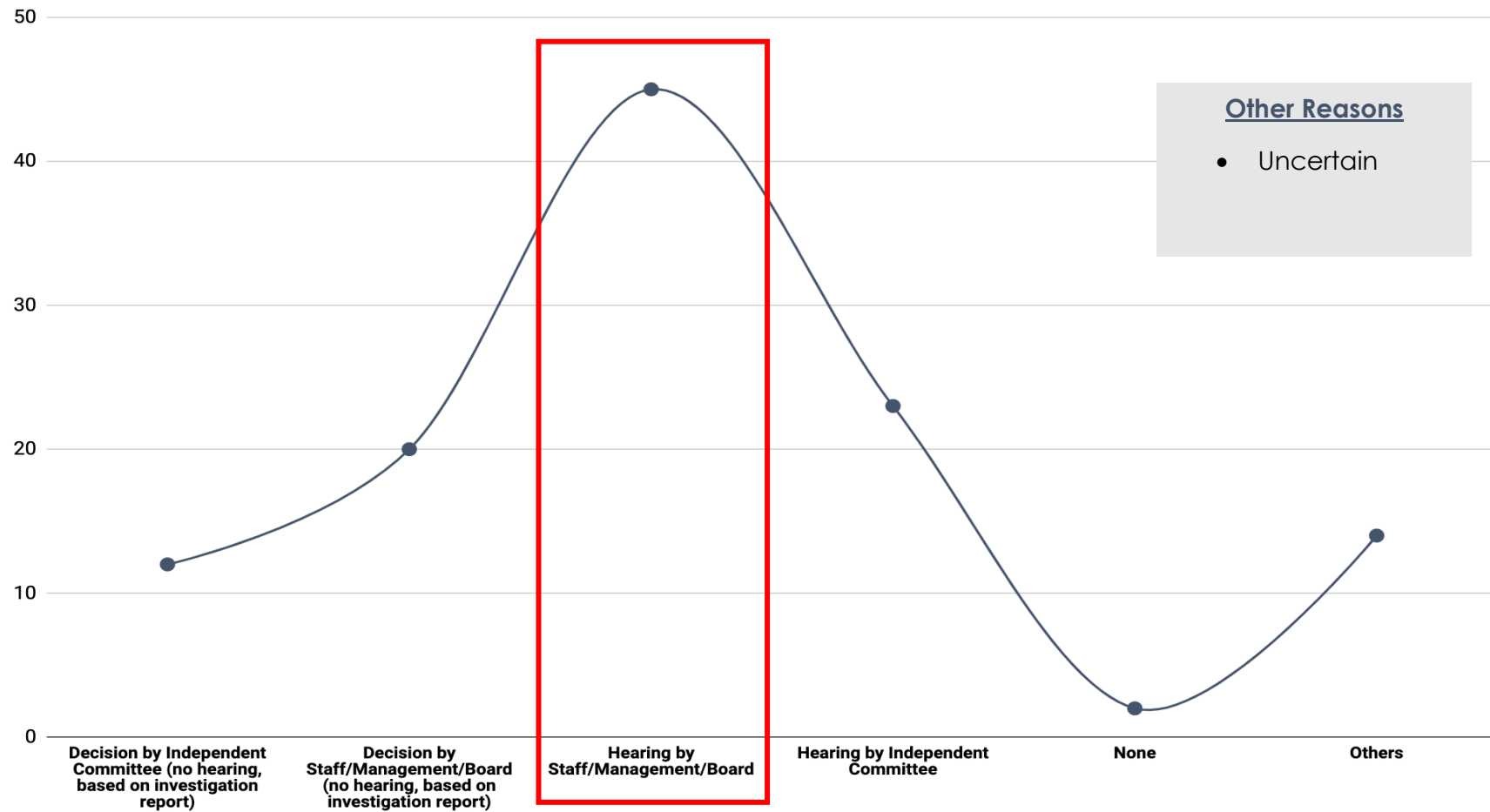
Section 4 Questions 4

On a level of 1 to 5, please rate your organisation's capability in handling a case for each item.
(NSA only)



Section 4 Questions 5

What is your organisation's disciplinary process for establishing and sanctioning breaches of code of conduct?
(Does not have to be safe sport related)



Section 5 Questions 1

Share with us any area that your organisation may need more support in?

<u>Feedback</u>	<u>Feedback Type</u>
Raising awareness of safe sport practices for Coaches and Leadership.	Advocacy
Provide standard templates and format or media (videos etc) for NSA to adopt on collaterals to share across to the community.	Advocacy
Standardised infographics/packages that can be easily shared, rather than everyone coming up with their versions.	Advocacy
The online modules to be completed for coaches & athletes around awareness etc Information pamphlets for clubs, coaches & athletes	Advocacy
Create awareness to more colleagues	Advocacy
Safeguarding posters and EDMs.	Advocacy
Short video safe sports to be shared with the community for all to gain knowledge.	Advocacy
General posters, banners that we can use to remind athletes, officials. These posters, banners will be placed at training, tournament venues.	Advocacy
I not able to say definitively right now, but maybe starting with awareness of how and who to report to (which is anyone of us safeguarding officers) would be good	Advocacy
How to communicate and the importance of addressing it to the athletes	Advocacy
Documentation support and awareness campaign	Advocacy
A more simplified admin work to deal with such cases.	Case Management
When the need arises, we will need help to manage someone aggrieved	Case Management
Updating process and procedure document	Case Management
Investigation process and techniques. Sanctioning guidelines	Case Management
More training for investigation protocols	Case Management
May need more publicity and Avenues for reporting	Case Management
Share templates on forms such as the incident reporting form	Case Management
In the area of supporting those who report, a certain level of expertise is required.	Case Management
Guidance on how to assess the level of seriousness of potential offenses, guidance on determining sanctions, i.e. suspension periods, indefinite expulsion, etc & advice on courses to be run by NSA/SportSG for all members of the community	Case Management
Fact-finding	Case Management
Counselling	Case Management

Developing in Policy and SOP	Policy
█ cases. How should it be done?	Case Management
Resources and documents	Case Management
Recommendation / Template / Flowchart for check and balances of breaches of Safe Sport	Policy
Formulating safeguarding policy	Policy
Developing the safeguarding / safe sports policy and guidelines and creating awareness to athletes, parents, and coaches	Policy
Establishment of guidelines and policies	Policy
Review of our policies and frameworks to ensure alignment of processes	Policy
How to safeguard █ from █ members	Policy
Definition and identification of other forms of abuses (exclude the sexual ones)	Policy
Preparing all documentation relating to safeguarding	Policy
Policies and content to be posted on the website	Policy
More open with the procedure and policy	Policy
Coming up with a more detailed safeguarding policy	Policy
Information on role and responsibility of Safeguarding Officer.	Training / Education
Educating Parents and Clubs. These are the people who manage 99% of issues at the 'coalface'. Many parents are scared of repercussions for their children or grew up in a world where these things were accepted. Most clubs do not have the resources or expertise to manage any problems that arise.	Training / Education
Parents, Athletes and Coaches Education	Training / Education
Support from SS if there are more training	Training / Education
Conduct more sessions on Safe Sport for coaches of the organisation.	Training / Education
Athlete education	Training / Education
Management & EXCO are not aware of the safeguarding policy. Will be good if the safe sport team can include this in their SportSG criteria.	Training / Education
Arrangement for a couple of sessions to recap the Safe Guarding Framework, please.	Training / Education
Regular training for different levels of staff.	Training / Education
Further educating coaches/staff/bowlers in academies	Training / Education

Section 5 Questions 2

Share with us any area that we can support to help you perform your role as a Safeguarding Officer better?

<u>Feedback</u>	<u>Feedback Type</u>
It would be good to share case studies, SO can then be better prepared	Information Sharing
Sharing of past case studies and outcome of the investigation	Case Management
A hotline contact person available 24hours, 7 days a week	Case Management
More case studies shared	Information Sharing
Provide case studies and the types of actions made to the different cases.	Information Sharing
Regular training or just sharing sessions on how previous cases were handled or best practices. So we can learn.	Case Management
Conduct more courses to keep SO updated.	Training / Education
Do a test run of the reporting process.	Case Management
More scenario and role-playing. Regular catch-ups to keep abreast with what other NSA's are doing	Case Management
Regular case studies	Case Management
An e-handbook for safeguarding officer	Training / Education
Provide information on the role and authority of a Safeguarding Officer and check on organization's adherence to policy and practice.	Information Sharing
Continuous updates on safe sport developments.	Information Sharing
Annual or bi-annual refresher training	Training / Education
More training for investigation protocols	Case Management
Sharing session or case studies	Case Management
Provide more updated information to us	Information Sharing
Provide more awareness to the public on the concept of Safe Sports, and the general steps to handle it.	Advocacy
Quarterly sharing on issues and mitigation on the ground	Information Sharing
Sharing of best practices across the various sports/NFAs	Information Sharing
Parents, Athletes and Coaches Education	Training / Education
Engagement session or advocacy session	Training / Education
Package for federation members and players to gain knowledge for safe sports	Training / Education

Regular communications and case studies.	Information Sharing
Increase the training of SGO on the investigation process	Case Management
To have refresher course once every 4 months.	Training / Education
Great resources and downloadable readily available from SportSG	Information Sharing
Provide courses in report writing, investigation, counselling or a pool of people in sports SG that we can tap on such expertise if we are lacking.	Case Management
Sharing of regional, local case studies. Easier for SOs to related to our organisation and people involved in the sport.	Information Sharing
Newsletters with case studies would be of great help to prepare us in case we encounter similar issues.	Information Sharing
More education! And apart from that, just lots of guidance should an incident arise.	Training / Education
Have a compulsory session for all management by the team.	Training / Education
Regular training to ensure that Safeguarding officers are familiar with how to handle in the event there are cases.	Case Management
Identification of other forms of abuses (exclude the sexual ones)	Policy
for the time being, setting up the documentation	Policy
Constant recap of the framework and the usage of the forms for documentation and a session on the mock interview.	Training / Education
Sharing the best practices, experiences of what the SOs have gone through for us to learn and engage in. Not forgetting the process when we are being tasked to do	Information Sharing
Case Study + Reporting process walkthrough	Information Sharing
Have a standard Incident Report Form to download.	Case Management
Sharing of case studies along the way	Information Sharing
assistance when needed/regular updates on this matter?	Case Management
Regular updates and sharing of issues and case studies within the community.	Information Sharing
Standardise documentation template support	Case Management
A mentor to accompany us if ever there are such cases and we need to be there to attend to it	Case Management
Share more on how policies can be implemented. Share how safe sport fits in the committee organisation structure and high-performance structure (E.g. channel for athletes to approach safe sport committee)	Policy
Experience sharing	Information Sharing
Provide refresher courses	Training / Education