



Report

Child Safeguarding in Sports

Training Seminar

Jordan 22-24 November 2019

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Cross Cultures

## Introduction

Cross Cultures Plus Sport Approach has for years been stressing the nourishing of a good environment for children while at the same time taking good care of the wellbeing of children and safeguarding their rights. In an effort to build the competences and readiness to implement and carry this responsibility, Cross Cultures developed a regional project on Child Safeguarding in Sports which gained support from the Danish Fund CISU.

The overall objective is promoting child protection in Tunisia, Jordan and Morocco through the mobilisation of youth and organisations to take joint action and responsibility on child safeguarding in sports.

The specific objective is to:

Enhancing competence in child protection and safeguarding in sports among voluntary youth sport coaches in cooperation with local child protection authorities

The immediate objectives are to

- Strengthen knowledge, attitudes and behaviour among Cross Cultures voluntary youth coaches conducive to child safeguarding in sports
- Establish cooperation and referral systems with local protection units to protect children's rights

The project will support partners and young volunteer sport coaches to obtain knowledge about children's rights, help them take responsibilities and acting on the challenges presented regarding child safeguarding in sports.

The main activities of the regional project are:

- a) development of child safeguarding workbook
- b) training of youth coaches
- c) establishing cooperation with protection units.
- d) peer-to peer exchange and study visit in Denmark
- e) peer- to- peer exchange in the region

As part of this project, the national child safeguarding of Children in Sports Seminars was undertaken in Tunisia in Summer 2019 and in Jordan in November 2019.

The training programme for the Child Safeguarding Seminar in Jordan for 36 voluntary lead sport coaches is found in annex. The didactic method of Cross Cultures and the action-learning approach was used and the participants to a large extent during the training "discovered" the nature of children's rights and how to safeguard them rather than being instructed and lectured in children's rights. Cross Cultures has also been training child safeguarding in sports in Ukraine and Moldova.

### Child Safeguarding Commitments

Codes of conduct are an integral part of any sporting organisation. They set a guideline of behaviour that help build our culture and make it easier to deal with conduct and behaviour issues as they arise.

In Cross Cultures we would like to use Open Fun Football Schools and Festivals as a platform to raise awareness on child protection issues. We believe that the best prevention of abuse against children (be they verbal, social or physical), is to discuss openly what we consider important in our relationship with colleagues, children, parents and partners in general. On this basis we would like all partners and volunteers to help develop and commit to a set of common guidelines or commitments.

It is important to emphasize that these guidelines have a dual purpose. First of all, we want to take measures to prevent that children participating in the Open Fun Football Schools or other of our sports activities experience any kind of abuse - be it verbal, social or physical. Secondly, we want to be better able to identify children in distress due to problems in their life. And finally to take due action by cooperation with and reference agreements with relevant child protection institutions. ( Cross Cultures

Basically the approach focus on a) breaking the taboo around child abuse in sports; b) doing no harm and having due conduct; and c) taking due action in cases of concern by cooperation with national child protection units and having internal procedures in place.

The training in Jordan was supported by the Cross Cultures Workbook on Child Safeguarding in Sports that was translated into Arabic and a representative of the National Family Protection Unit contributed to the training.

To our knowledge there are no other sports organisations in Jordan that have conducted child safeguarding training for their staff, coaches and volunteers or developed child safeguarding code of conducts. Thus, it was truly a pioneering experience.

### Coaches selection of relevant Children's rights

After an introduction to the purpose and learning objectives, The first session allowed the participants to discover the world of children's rights through the Child Rights Card Exercise. The group discussion on Child Rights Cards allowed for a very rich discussion on children's rights, on the most frequent challenges and child violations in Jordan, on which rights relates closely to Cross Cultures work, etc. The special protection needs of children were outlined and the overall protection system introduced. The poster on Children's Rights referred to and the key message was underlined that rights is a regulation of a relationship – between the rights-holder and the duty-bearer. Between the child and the adult. Between citizens and government, etc. The Coaches are also important **guardians** of the rights of children. The overall conclusion is that all rights matter, but in the work of Cross Cultures some of the rights are very close to our mandate such as the right to play and gender equality. The workshop reconfirmed that all rights of children are relevant and that **the principle of best interest of the child and non-discrimination** is key. In the group presentations the following rights were often selected as a priority to Cross Cultures in Jordan. However, the overall conclusion is that many more rights are relevant to the work of Cross Cultures.



- No child shall be subjected to abuse
- Disabled children have the right to special care
- Every Child has the right to education
- Children without families have the right to special care.



## Identification of risks

In the exercise on identification of risks and situations of risks, the participants developed a power-point on the various situations of risks that they need to be aware of during the OFFS and how to take mitigating steps.



- How to act in the dressing rooms?
- What photos can be shared on social media?
- What measures to take during transport of the children?
- How to behave on the field/pitch?
- How to address bullying?

The participants also developed ideas and guidelines for due conduct in each situation.

## Coaches identification of problems experienced by Children.

The coaches in groups identified and discussed the problems faced by children in Jordan.

- 1- Unavailability of places and fields for kids to make any activities
- 2- Unavailability of sport equipment
- 3- Unavailability of knowledgeable trainers who have the ability to work with the kids
- 4- Economic challenges - like poverty
- 5- Having to work and earn money and not have time to make sport or play games
- 6- Some of the families/ parents prevent their children from going out /participating
- 7- Use of drugs and tobacco
- 8- Subjected to violence and neglect
- 9- Risk behavior on the streets

The overall observation was that some of the problems experienced by children are outside the reach of Cross Cultures ( poverty) , but others are within our mandate and capacity to address and help put attention to (use of drugs, tobacco, risk behavior, victims of violence and neglect). At the Open Fun Football Schools it is included in the rotations on the field that in selected stations themes of health, drugs, bullying, children's rights can be addressed and also in the feed back sessions in each sport activity. Moreover. in the parents meetings these themes are also touched upon.

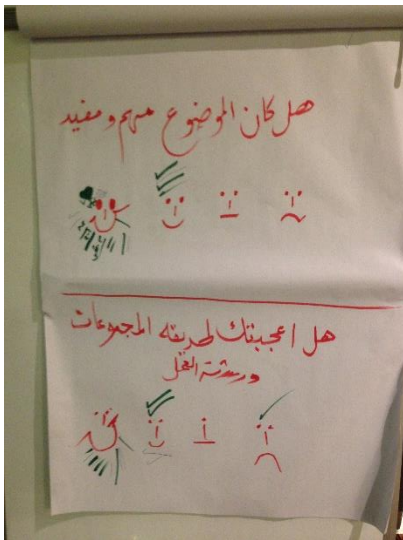
## Final Feedback and Reflection on Safeguarding Children Seminar

In the final session each participant gave a brief reflection on their main take aways from the training.

- Learnt a lot and feel confident about protecting children x 2
- Nice with dialogue and focus on other things and themes than the training in OFFS
- Now I know what is normal behavior towards children and what to be aware of
- It gave me a lot of new knowledge and understanding
- Now I know to call the Family Protection unit both for advise and for assistance
- Now I know how to solve difficult situations with children
- I have learnt how to listen to children – to ask open questions
- I noticed how bad environment impacts a lot on children
- The exchange of experience between coaches here has been really valuable for me
- Now I know better how to contact children and related to children and their problems
- I understand how we are very much part of the solution, but we as coaches are not child experts
- The sport and social aims go so closely together

- There needs to be a safe space between the coach and child x2
- I learned about children's rights for the first time and I liked it a lot
- Now I have more confidence in contacting and working with children
- We need to be very careful with children
- I learned that there are 42 children's rights and many of them apply to us also x2
- Now I can better identify when there is bad behavior towards children and act accordingly
- Meeting other coaches and learn something new together is really nice
- I now know that we should avoid talking in detail with children about their abuse
- I learnt how to protect the child but also how I as a coach must protect myself x2
- I learnt about the responsibilities as volunteer in Cross Cultures
- The training gave me so many answers on how to keep an eye on the risks to children, on SOME, on dialogue with children – all this I can use in my daily work as a school teacher
- Really big information value in the training and also on how to behave/act
- I liked we also talked about the rights of coaches and how to protect coaches

The participants also evaluated the quality of the training:



- a) The quality of the training content and the information value and relevance to their engagement – as indicated below the satisfaction level was very high.
- b) Satisfaction with the methodology of group work, exercises and presentations was generally also very positive, with one exception as one group experienced less dynamic teamwork.

## Identifying signs of violence and how to react

With the support of the Family Protection Unit the participants were guided on how to identifying signs of stress, violence, neglect among children. How do we see the signs- and how do children often react following situations of abuse or neglect?

The Family Protection Unit also gave a general overview of the situation of children today in Jordan- and told what are the most frequent types of violations children experience and who commit the abuse. The majority of abuse takes place in the home and next in the educational institutions.

This session also touched upon the challenges and risks in the field of football and Sports – what is correct conduct vis-à-vis children and which type of behavior should be avoided (both physically, socially, verbally and on Social media)

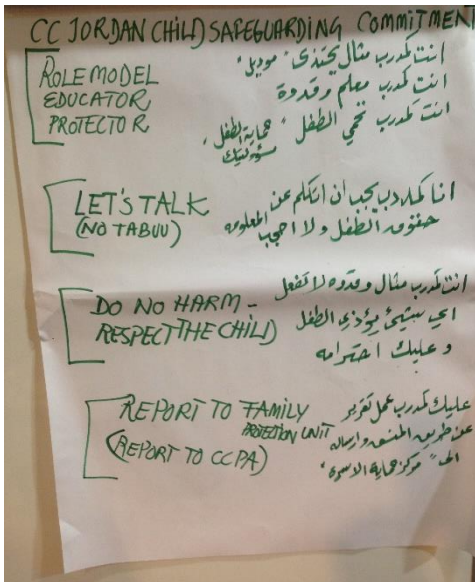
An introduction to the work of the Family Protection unit was given so that the voluntary coaches are aware of what kind of assistance they render, that they can ask for advise any time and that they can report anonymously. Introduction to other social hotlines for children were also discussed as well as the many dilemmas and taboos surrounding violations of children's rights.

## Referral and due action

A step by step discussion on what to do in case of caution was undertaken and how the referral to Family Protection Unit and other Child Rights NGOs can take place.

## Code of Conduct

Based on the above each group worked on developing the most important dimensions of a brief code of conduct that they as coaches will commit to and sign.



In brief, the code of conduct put focus on

- a) Voluntary coaches as educators and protectors /guardians
- b)) Let's talk about children's rights and violations
- c) Do no harm and have correct conduct towards children
- d) Seek advice at or refer to the Family Protection Unit.

## Follow up

1. In the future all coach trainings in Jordan will have a component of child safeguarding covering both how to create a good and fun environment for children in sport and how to safeguard against violations. The lead coaches and regional coordinators will be given a full days training. After the training everyone will commit to the code of conduct.
2. The Coaches will hold parents meetings in order that the parents and children know about child safeguarding and the commitments of Cross Cultures Jordan Coaches.
3. Cross Cultures Jordan will draft the Arabic version of the Code of conduct based on the input and commitments made by the voluntary coaches at the seminar.
4. In the 6 regions of Jordan there will be child safeguarding briefings given to all volunteers by the Coaches training inn the Amman Training and by the local representative of the National Family Protection Unit.
5. Cross Cultures Jordan will develop a Memorandum of understanding with the National Family Protection Unit in the field of child safeguarding
6. Cross Cultures Jordan will develop a Memorandum of understanding with the Community Policing in Jordan in the field of child safeguarding
7. Cross Cultures Jordan will share experiences and lessons learned at the regional Lessons Learned Seminar in Morocco June 2020
8. Cross Cultures Jordan will share the experiences and lessons learned with other partners in the Danish Arab Partnership Programme (DAPP)
9. Cross Cultures Jordan will engage in a dialogue with Ministry of Youth and Ministry of Education on Child Safeguarding in Sports and also with UNICEF Jordan

## Annex 1. Lead Trainer – Hanne Lund Madsen

Hanne Lund Madsen holds a Masters in International Human Rights and Humanitarian Law, the Raoul Wallenberg Institute. She graduated with a Master Thesis on Promotion and Protection of Children's Rights covering all levels from the international level to local level with three country studies (1999). Moreover, she holds a Master in International Development Studies from University of Roskilde.

She has 20 years of operational experience in promoting children's rights and planning, implementing and evaluating child safeguarding measures and projects undertaken by multilateral donors, national governments, NGOs and international NGOs. She has spearheaded the mainstreaming and integration of child safeguarding within many private, public and voluntary sectors and she has been training in children's rights for many different stakeholders. Moreover, she has a strong documented global track record within corporate social responsibility and operationalisation of the SDGs. As Global Programme Director in Cross Cultures she is responsible for the Child Safeguarding in Sports projects in Tunisia, Morocco, Jordan and Moldova and for the cross-sectoral Sport, Police and School cooperation for child protection in Ukraine.

## Annex 2: SCHEDULE OF TRAINING

Following the outline in the Cross Cultures Child safeguarding Workbook.

Participants: 25-30 participants ( regional coordinators and lead coaches of Cross Cultures Jordan of both gender) When all participants know Cross Cultures philosophy well, we did not have to do the 1.a and 1 b – the value game.

### Schedule;

Friday 2 pm	Start with introduction and Fun exercise	Issam and team
Friday 3 pm - 5 pm	<p><b>WORKSHOP 1: Child Safeguarding in Sports</b></p> <p><b>1. What do we consider a good and safe children's environment?</b></p> <p>a. Highlights on child safeguarding</p> <p>b) The child rights card game – part 1- Working in Groups of 6</p> <p>c) Plenary presentation by each group</p>	<p>Moderated by Hanne with local support</p> <p>The participants will be sitting in groups of 6 around 6 separate tables</p> <p>We need flip over paper to write on</p>
Friday 5 – 6 pm	<p><b>2. Safeguarding mechanisms and areas of attention</b></p> <p>a. Identifying key areas of risk and attention-mapping exercise</p> <p>b. What problems do the children of Jordan experience?</p>	<p>Moderated by Hanne with local support</p> <p>The participants will be sitting in groups of 6 around 6 separate tables</p> <p>We need flip over paper to write on</p> <p>Group reporting back on problems of Children</p>
Saturday		
9.00- 12.00		

	<p>c. Identifying signs of stress, violence, neglect and Abuse – who do we see the signs- how do children react?</p> <p>d. The situation of children today in Jordan- what are the most frequent types of violations children experience and who commit the abuse?</p> <p>e) In the field of football and Sports – what is the situation – do we see signs?</p> <p><b>3. Referral and due action</b></p> <p>d. What to do in case of caution?</p> <p>e. Referral to national protection authorities and/ or Child Rights NGOs</p>	<p>Presentation by National Family Protection Unit</p> <p>Presentation and Group work</p> <p>Presentation by National Family Protection Unit</p> <p>Questions and Answers</p> <p>Moderated by Hanne</p> <p>Moderated by National Family Protection adviser &amp; Hanne</p>
12-13:30	Lunch	
13:30 – 15	Continued on Child Safeguarding Forming the Cross Cultures guideline/ commitment on child safeguarding – what code of conduct do we want to develop and commit to?	Moderated by Hanne
15:30 – 18:00	<p><b>WORKSHOP 2: Volunteering</b> Volunteering and organization</p> <p>a) The Volunteers Questionnaire/Quiss</p> <p>b) The journey of a volunteer in Cross Cultures Jordan</p> <p>c) Strengths and weaknesses</p>	<p>Moderated by Ahmed</p> <p>Presentation and Group work in groups of 6 people around 6 tables</p>
Sunday		
09:00 – 11.00	<p><b>WORKSHOP 3: Youth Network in Jordan?</b></p> <p>How can we build and sustain a Cross Cultures Jordan Youth Network with access to youth houses? Can we move beyond football?</p>	Moderated by Issam and Hanne
11:00 – 11:30	Wrapping up and closure	
12	Lunch with coaches	Idea generation

## Annex 3. Children's rights in Jordan

The protective environment for children in Jordan continues to improve, both in terms of the social norms that underpin violations of children's rights as well as in the capacity of institutions to respond to children who survive these violations. However, overall, child protection systems and enabling environments for the protection of children and women continues to be weak. Violence against children is culturally and socially condoned and accepted to a large extent in Jordan. ( Source Unicef Jordan)

Jordan has ratified the Convention on the Rights of the Child and the Convention on Elimination of all Forms of Discrimination Against Women. While protecting children from harm is a cornerstone of key Government policies, enforcement can be complicated by social and cultural norms, and by economic realities.



Children with disabilities, unaccompanied or separated children, children without parental care, children from marginalized minority communities and children living and/or working on the streets face particular inequities. Refugee children and children from the poorest families also face significant child protection concerns.

Although corporal punishment is illegal in schools, alternative care settings and penal institutions, the use of violence in these settings – and in homes – continues to be widely accepted socially and culturally. Nine out of 10 children experience violent discipline (psychological and/or physical).

According to the 2016 National Child Labour Survey, over 75,000 children are engaged in economic activities, including nearly 45,000 children who are engaged in hazardous forms of labour. Poverty and lack of livelihood opportunities for the family are the main reasons why children work.

According to the 2015 census, 3.7% of 13-17 year old girls are married, including two per cent of Jordanian girls and 13% of Syrian girls in this age group (Department of Statistics and ICF International, 2013). The Syrian crisis has exacerbated the prevalence of early marriage and heightened the potential for exploitation of girls. (Source: Unicef Jordan)

Currently, there is no focus on safeguarding children in sports by Governmental bodies or international agencies and there are no census or information as to what the situation is. To our knowledge there are no other sports organisations in Jordan that have conducted child safeguarding training for their staff, coaches and volunteers or developed child safeguarding code of conducts.