

Educating staff and volunteers

This guide outlines the topics staff and volunteers can learn so they can safely and confidently work with children, young people and adults at risk.


Understanding child safeguarding and protection

Educate staff and volunteers so they understand what child safeguarding and child protection are, what it means, and how to prevent and respond to abuse and harm.

Clarify and explain the difference between proactive safeguarding measures and reactive child protection responses.

Building a child safeguarding culture

Staff and volunteers learn about the importance of building a safeguarding culture. This includes:

- emphasising the importance of staff and volunteers to demonstrate and encourage appropriate behaviour
 - creating a safe, positive and inclusive environment where children can thrive
 - building an environment where children feel comfortable voicing their concerns, even if it's minor.
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Recognising and responding to harm and abuse

Staff and volunteers can confidently recognise and respond to harm and abuse.

This includes:

- the physical and behavioural signs of physical, emotional and sexual abuse, and neglect
- recognising grooming
- early intervention and response strategies
- how to take a disclosure
- where to report any suspected or known cases of abuse, or harmful and abusive behaviour.

Safe practices in sport and recreation

Educate staff and volunteers so they understand and can implement safe practices for:

- working alone with children, by setting guidelines to minimise risks for children, young people or adults at risk
- physical contact, by defining appropriate physical contact and getting consent when necessary
- online communication, by providing guidance on keeping professional and setting boundaries
- coaching and instructing, by building confidence in how to develop great experiences and environments for everyone
- taking, sharing and storing images, by creating awareness on the appropriate use of images to keep everyone safe
- travel and overnight stays, by outlining protocols to ensure safety during travel and overnight trips.
- changing rooms and toilets, by providing appropriate behaviours that keep everyone safe.



Policies and the law

Provide an overview of your policies and how you implement them to staff and volunteers.

Educate staff and volunteers about child protection laws, including their legal obligations to report real or suspected abuse.

Continuous education and improvement

Provide ongoing training and encourage regular refresher courses and updates on good safeguarding practices.

Implement systems for staff and volunteers to provide feedback on education and training to ensure it is fit for purpose.

More information

Child protection and safeguarding education – sportintegrity.nz

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