



Singapore Badminton Association's Safe Sport Commitment

Definition

Based on the International Olympic Council's Consensus Statement developed in 2016, Safe Sport is defined as "an athletic environment that is respectful, equitable and free from all forms of harassment and abuse (non-accidental) violence".

Purpose

- To protect the interests of all players, staff, coaches, officials and volunteers in our national programmes in our sport from harassment and abuse.
- To outline the principles that guide our approach to safeguarding and protecting all players, staff, coaches, officials and volunteers in our national programmes
- To adopt practices and outline standards of behaviour
- To establish a safe sport culture that is understood, endorsed and put into action by coaches and staff who work for, volunteer or access our activities, courses, events and programmes

Responsibilities

Our Management Committee approves and endorses Singapore Badminton Association commitment to keep all players, staff, coaches, officials and volunteers in our national programmes from harassment and abuse. It is the responsibility of all at SBA, from the Management Committee, to staff and volunteers, to protect all players, staff, coaches, officials and volunteers in our national programmes from all forms of abuse, bullying and exploitation by our people or stakeholders.

The role of each entity in relation to the development and compliance of the SBA Safe Sport Commitment is detailed in the table below:

Entity	Role/Responsibility
Management committee of SBA	<ul style="list-style-type: none"> • Promote the commitment to this policy and its expectations. • Support policy review on an annual cycle as a minimum or at a time governed by legislation, regulations, or organisational learnings that promote a change to the policy and all relevant procedural guidelines. • Ensure compliance to the policy via an inbuilt review mechanism. • Ensure adequate resources are allocated to allow for the development and effective implementation of this policy. • Develop opportunities for regular discussion at all levels to support a culture of openness and continued improvement and accountability towards safe sport • Advocate and promote safe sport, empowering and engaging all stakeholders, which include all players, staff, coaches, officials and volunteers in our national in support of this policy and its expectations.
CEO	<ul style="list-style-type: none"> • Ensure all staff and volunteers understand their obligations in accordance with the Safe Sport Commitment and any relevant policy and procedural documentation. This includes induction, a minimum of one compulsory training session, and regular discussion and guidance at supervision and team meetings. • Ensure the suite of safe sport policies is implemented and adhered to amongst relevant stakeholders, which include all players, staff, coaches, officials and volunteers in our national • Ensure the development and implementation of required internal policy/work procedures and guidelines are in place to support safe sport practice in accordance with the expectations of the Safe Sport Commitment. • Ensure adequate resources are allocated to allow effective implementation of the suite of safe sport policies. • Ensure appropriate supports, such as counselling and formal debriefing, are provided for any staff and volunteers involved in a matter relating to

Entity	Role/Responsibility
	<p>responding to a concern for the safety and wellbeing of all players in our national programmes</p> <ul style="list-style-type: none"> • Advocate safe sport, empowering and engaging stakeholders, including MC members, coaches, staff and all volunteers and all players in our national programmes in support of this Statement. • Proactively share resources and experience in the development of safe sport initiatives as they are identified. • Develop opportunities for regular discussion at all levels to support a culture of continuous improvement and accountability towards safe sport • Ensure that our MC members and staff are aware of the appropriate recruitment, screening and employment practice in relation to individuals with specific roles in training and coaching.
Staff and Volunteers	<ul style="list-style-type: none"> • Maintain a full understanding of the commitments and expectations of this policy, as well as all other policy relevant to safe sport. • To undertake any induction and training anticipated in this policy, in relation to policy and procedures relevant to keeping all players in our national programmes safe. • To seek guidance from a supervisor or manager if there is ever any lack of understanding in relation to the commitments and expectations as set out in this policy. • To take action to protect all participants and athletes from all forms of harassment and abuse. • To assist in creating and maintaining a sport safe culture and a culture of inclusion.

Our Commitment

Singapore Badminton Association is committed to ensuring the safety and wellbeing of stakeholders, which include all players, staff, coaches, officials and volunteers in our national program. Our policies and procedures seek to address risks to safe sport and to establish safe sport culture and practices. Our suite of safe sport policies is: accessible in this document that are easy to understand; have been informed by stakeholders' consultation; and are

communicated to stakeholders, which include all players, staff, coaches, officials and volunteers in our national programs. We regularly review our policies, gain endorsement of changes and advise our MC members, staff and volunteers and all players in our national programmes of changes.

We are Committed to Safe Sport

Through our Safe Sport Framework, we document our clear commitment to keeping sport safe from harassment and abuse. We communicate our commitment to our staff and volunteers and all players in our national programmes by giving them access to a copy of our commitment statement.

Our Staff and Volunteers Know the Behaviour we Expect

We ensure that all staff and volunteers understand their role and the behaviour we expect in relation to keeping all participants and athletes safe from harassment and abuse through application of the Code of Behaviour. We utilise clear position descriptions which clearly state relevant safe sport requirements. We have a Code of Behaviour, which is approved and endorsed from the Management Committee that outlines our expectations for behaviour towards all participants and athletes. Our staff and volunteers are given a copy of and have access to the Code of Behaviour.

We Minimise the Likelihood of Recruiting a Person Who is Unsuitable

We have appropriate measures in place to minimise the likelihood that we will recruit coaches, staff, and volunteers who are unsuitable to work in sport. We have recruitment procedures that ensure:

- our commitment to safe sport is communicated to potential applicants for positions
- face-to-face interviews are held which includes safe sport related questions
- two professional reference checks are undertaken
- screening checks are undertaken, including identity, declarations of disciplinary or criminal record, qualifications or any relevant checks if available.

Induction and Training are Part of Our Commitment

We provide all new coaches, staff and volunteers with information during their induction / training about our commitment to keep sport safe including our policy, Code of Behaviour and safe sport reporting policy. We have a process for ensuring all staff and volunteers complete safe sport training where available. We support ongoing education and training for our staff and volunteers to ensure safe sport information is provided in an ongoing way.

We ensure that our coaches, staff and volunteers have up to date information relevant to specific legislation applicable in Singapore or where they may travel to as a part of their duties.

We Encourage the Involvement of Stakeholders

We involve and communicate with all stakeholders in developing a safe, inclusive and supportive environment. We provide information about:

- our commitment to safe sport and communicating of rights
- the behaviour we expect of our staff and volunteers and of themselves
- our policy about responding to harassment and abuse

We have processes for encouraging two-way communication with players and participants and their families. We seek their feedback and have a process for responding. We respect diversity and seek to facilitate effective communication and involvement.

Our Staff and Volunteers Understand their Responsibility for Reporting Harassment and Abuse

Our policy for responding to harassment and abuse is approved and endorsed from the Management Committee, and applies to all our staff and volunteers. The policy states that:

- staff and volunteers must immediately report harassment or abuse and any concerns with policies, practices or the behavior of staff and volunteers.
- staff and volunteers must meet any legislated mandatory or other jurisdictional reporting requirements
- staff and volunteers must follow a specified process when reporting harassment or abuse including who will receive reports
- failure to report is serious misconduct

Our staff and volunteers are given a copy of and have access to the policy and understand the implications of the policy for their role. We document any allegation, disclosure or concern regarding harassment and abuse and monitor responses to all allegations, disclosures or concerns.

We Maintain and Improve Our Policies and Practices

We are committed to maintaining and improving our policies, procedures and practices to keep all players, staff, coaches, officials and volunteers in our national program safe from harassment and abuse. We have assigned responsibility for maintaining and improving our policies and procedures to General Manager of SBA.

We monitor our staff and volunteers and external providers to ensure appropriate practice and behaviour, and policies are followed. We communicate with our staff and volunteers to ensure that they understand our policies and that the policies are effective in the work place. We require our staff and volunteers to disclose information affecting their suitability to work in sport. We review our records, checks and policies periodically.

We have formally reviewed our service delivery to identify and document potential risks of harassment and abuse to all players, staff, coaches, officials and volunteers. We undertake formal reviews, at least annually, to identify and document potential risks of harassment and abuse to all players, staff, coaches, officials and volunteers in our national programmes associated our service delivery. We have a procedure to undertake annual reviews, as part of our ongoing compliance with sport safe requirements.