



Singapore Table Tennis Association's (STTA) Safe Sport Commitment

Approved by Management Committee on 25 July 2019

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 athletes, employees, coaches (STTA full time/part time coaches) and officials in our sport from harassment and abuse.
- To outline the principles that guide our approach to safeguarding and protecting athletes, employees, coaches (STTA full time/part time coaches) and officials.
- To adopt practices and outline standards of behaviour
- To establish a safe sport culture that is understood, endorsed and put into action by the STTA Secretariat who work for, volunteer or access our activities, courses, events and programmes

Responsibilities

The STTA Management Committee is responsible for the development and endorsement of the STTA Safe Sport Commitment. It delegates the implementation of the policy to the STTA Secretariat. The role of each entity in relation to the development and compliance of the STTA Safe Sport Commitment is detailed in the table below.

Entity	Role/Responsibility
STTA Management Committee	<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 stakeholders (athletes, employees, coaches (STTA full time/part time coaches) and officials) in support of this policy and its expectations.
STTA Secretariat	<ul style="list-style-type: none"> • Ensure all staff understands 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 (athletes, employees, coaches (STTA full time/part time coaches) and officials). • 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 to support staff in a joint way with a decision to initiate any form of action to protect athletes, employees, coaches (STTA full time/part time coaches) and officials from harassment and abuse. • Ensure appropriate supports, such as counselling and formal debriefing, are provided for any athletes, employees, coaches (STTA full time/part

	<p>time coaches) and officials involved in a matter relating to responding to a concern for the safety and wellbeing of athletes, employees, coaches (STTA full time/part time coaches) and officials</p> <ul style="list-style-type: none"> • Advocate safe sport, empowering and engaging stakeholders (athletes, employees, coaches (STTA full time/part time coaches) and officials) 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 staff are aware of the appropriate recruitment, screening and employment practice in relation to individuals with specific roles in coaching.
<p>STTA Employees</p>	<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 athletes, employees, coaches (STTA full time/part time coaches) and officials safe. • To seek guidance from STTA Secretariat 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 athletes, employees, coaches (STTA full time/part time coaches) and officials from all forms of harassment and abuse. • To assist in creating and maintaining a sport safe culture and a culture of inclusion.

Our Commitment

STTA is committed to ensuring the safety and wellbeing of athletes, employees, coaches (STTA full time/part time coaches) and officials. 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 forms that are easy to understand; have been informed by stakeholders' consultation; and are communicated to athletes, employees, coaches (STTA full time/part time coaches) and officials. We regularly review our policies, gain endorsement of changes and advise our athletes, employees, coaches (STTA full time/part time coaches) and officials 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 athletes, employees, coaches (STTA full time/part time coaches) and officials and give them access to a copy of our commitment statement.

Our staff and volunteers know the behaviour we expect

We ensure that employees and table tennis service providers (eg Part-time coaches) understands their role and the behaviour we expect in relation to keeping athletes, employees, coaches (STTA full time/part time coaches) and officials 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 Management Committee that outlines our expectations for behaviour towards athletes, employees, coaches (STTA full time/part time coaches) and officials. Our athletes, employees, coaches (STTA full time/part time coaches) and officials have access to the Code of Behaviour. Our STTA employees and table tennis service providers (eg Part-time coaches) indicate, in writing, that they have read and are committed 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 athletes, employees, coaches (STTA full time/part time coaches) and officials 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 is part of our commitment

We provide all athletes, employees, coaches (STTA full time/part time coaches) and officials 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 athletes, employees, coaches (STTA full time/part time coaches) and officials complete safe sport training where available. We support ongoing education and training for our athletes, employees, coaches (STTA full time/part time coaches) and officials to ensure safe sport information is provided in an ongoing way.

We ensure that our athletes, employees, coaches (STTA full time/part time coaches) and officials 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 (athletes, employees, coaches (STTA full time/part time coaches) and officials) 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 athletes, employees, coaches (STTA full time/part time coaches) and officials and of themselves
- our policy about responding to harassment and abuse

We have processes for encouraging two-way communication with athletes, employees, coaches (STTA full time/part time coaches) and officials. 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 athletes, employees, coaches (STTA full time/part time coaches) and officials. The policy is aligned with the whistle blowing policy and states that:

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

STTA Management Committee members and employees & table tennis service providers (eg Part-time coaches) are able access to the policy on the STTA website: www.stta.org.sg 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 practice

We are committed to maintaining and improving our policies, procedures and practices to keep STTA safe from harassment and abuse. We have assigned responsibility for maintaining and improving our policies and procedures to STTA Secretariat.

We monitor our STTA Safe Sport Commitment & STTA Whistle Blowing Policy to ensure appropriate practice and behaviour, and policies are followed. We communicate with our Management Committee members, employees and table tennis service providers (eg Part-time coaches) to ensure that they understand our policies and that the policies are effective in the work place. We require our Management Committee members, employees and table tennis service providers (eg Part-time coaches) 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 athletes, employees, coaches (STTA full time/part time coaches) and officials. We undertake formal reviews, at least annually, to identify and document potential risks of harassment and abuse to athletes, employees, coaches (STTA full time/part time coaches) and officials. We have a procedure to undertake annual reviews, as part of our ongoing compliance with sport safe requirements.

Reference	Date approved	Date Last amended	Date of next review	Status
	Approved by Management Committee on 25 July 2019	16 June 2019		Approved by: Management Committee