

Common Goal community

Safeguarding policy

This policy document was developed by Common Goal's Safeguarding Committee members. The policy document should be revised by the new members upon their appointment to the Safeguarding Committee or anytime deemed necessary.

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Adoption made by Common Goal Safeguarding Committee members:

Eliud Akanga, Delroy Alexander, Natasha Bredekamp, Rose Gastler, Yianny Ioannou, Pavithra K.L., Liana Laubscher, Yair Rogelio Ruiz Cruz, Daniel Thomae, and Tímea Turcsik.

Drafted by Nil Delahaye

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Glossary

Common Goal Community	The Common Goal Community refers to a group of non-profit organisations worldwide working in the field of football for good who have taken the Common Goal Pledge and form together a self-governed network with the purpose of advancing good practice in the wider sector of development.
Common Goal Pledge	The Common Goal Community Pledge is a mandatory document signed by each organisation in order to become a member of the Common Goal Community that outlines 10 commitments aligning on common values, core principles, a quality standard and impact measurement.
Common Goal organisation	The Common Goal organisation (formerly known as streetfootballworld) is a legal entity registered as a non-profit in Germany that unites individuals, groups of individuals, companies or organisations who are committed to maximising football’s contribution to people and planet.
Safeguarding Committee	Composed by community members, the Safeguarding Committee is a constitutive part of the governance of the Common Goal Community.

Common Goal safeguarding staff	The Common Goal safeguarding staff is a team member of the Common Goal organisation who is responsible for leading on safeguarding related tasks and supporting the coordination of the Safeguarding Committee.
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1. Mandate and ethical framework of the Safeguarding Committee

1.1. Preamble

The Safeguarding Committee is one of the collaboration groups outlined in section 4.2 of the Common Goal Community Governance Manual. This document aims to help members of the Safeguarding Committee work with purpose, act in an ethical manner, and create common understanding.

1.2. Responsibilities of the Safeguarding Committee

- Advise on and review the Safeguarding Policy and procedures for the Common Goal community that helps minimise risks to children, and includes clear procedures for responding to safeguarding concerns.
- Define standards of behaviour that set a benchmark of what is acceptable for all, and help ensure community activities are carried out in a safe, positive, and encouraging atmosphere.
- Provide essential information and support to those responsible for safeguarding children, including advising children and young people on where to access help.
- Monitor safeguarding compliance and effectiveness to identify where improvements and adaptations are needed, or patterns of risk exist.

1.3. Profile of Committee Members

To ensure alignment with the responsibilities and values of the Safeguarding Committee, the following requirements apply for the committee members:

- Language: Safeguarding Committee working documents will be in English only (due to lack of capacity for translation into other languages) and discussions will be held in English. Committee members should feel comfortable speaking and reading in English.
- Understanding of the Football for good sector: members should have a good understanding of the sector and have engaged with other organisations of the Community.
- Participation is principally encouraged for members of organisations in the Common Goal Community who have experience in safeguarding.

- Time commitment: members should be able to dedicate approximately 5 hours of commitment every quarter, or 20 hours for the year.

1.4. Mandate & Eligibility

- Membership in the Safeguarding Committee is voluntary. Members have a maximum two-year term, and it is possible for members to serve two consecutive terms (a total of four years). In the formation of the first Safeguarding Committee, we ask interested members to commit to at least a first year, with the opportunity to confirm for a second year or step out of the Committee at the end of the first year.
- All Common Goal Community member organisations are eligible to put forward a representative to join the Safeguarding Committee. The Committee has no minimum or maximum number of members, but it must ensure diversity in representation according to gender, age and geography.
- Two Team Captains will be selected to help lead the processes, and represent the Safeguarding Committee to the Common Goal Congress

1.5. Ethical Framework of the Safeguarding Committee

The Safeguarding Committee is guided by these ethical principles:

Responsibility to:

- Act according to the guiding principles of Common Goal, as described in the Community Pledge;
- Uphold the United Nations Convention on the Rights of the Child;
- Align with International Safeguards for Children in Sport; and
- Maintain the highest standards of good governance, honesty, integrity and accountability.

Diversity, Equity and Inclusion:

- Commit to active, intentional, and ongoing efforts to foster a culture of diversity, equity and inclusion;
- Welcome people of different genders, sexual orientations, abilities, ethnicities, cultures, religions, ages, and backgrounds;
- Make every effort to proactively counteract sexism, sexist exploitation and oppression; and
- Encourage full inclusion and equitable participation of all people.

Partnership:

- Recognise that everyone has a vital role to play on our global team, regardless of who they are and where they are from; and
- Demonstrate collaborative leadership, and initiate collective action.

Confidentiality:

- Respect every committee member's privacy, and the privacy of everyone involved in safeguarding processes; and
- ensure that all information related to safeguarding processes is kept safe, and only shared as needed to duly authorised persons, and where relevant, with consent of the concerned parties.

Survivor-centred:

- Prioritise survivors' best interests over those of the organisation;
- Ensure that processes are informed by victim and survivor feedback and that their wellbeing is prioritised; and
- Ensure that access to specialist guidance, financial and other resources are available for robust investigations and victim and survivor care.
- Independence: Act independently of donors' and sponsors' expectations, of organisations' involvement in the Community, and of personal relations.

2. Safeguarding Standards for Members

2.1. Membership

- Safeguarding criteria to becoming member of the Common Goal Community

As stated in the **Governance Manual - Community Membership Criteria 3.1.1.3**, in order for an organisation to be eligible for membership;

"The organisation must adopt and implement safeguarding policies and procedures designed to protect children and vulnerable adults; It is mandatory that a Common Goal Community member organisation has a written safeguarding policy and appropriate processes in place as well as indicate a senior member of staff responsible for supervising its implementation. As such, the organisation will also seek appropriate training in an effort to ensure the effective implementation of these international standards so that participants play in as safe as possible an environment"

- Membership Pledge

Upon the approval of their membership application, organisations wishing to join the Common Goal Community sign the **Membership Pledge** which stipulates ;

"Pledge 4: We are committed to offering protection to all people participating in and in contact with our organisation's activities;

Our organisation respects national and international laws and standards on the safeguarding and protection of all children and vulnerable adults. We therefore have safeguarding policies and tools in place, as well as trained staff who supervise the implementation of these policies and tools, to ensure appropriate training for all children, coaches and staff with the aim of effectively safeguarding all children and vulnerable adults in our programmes. Furthermore, we guarantee respect and support for anyone who may have been exposed to any kind of abuse while in the care of our organisation."

2.2. Compliance in the Common Goal Community

As defined in the **Common Goal Community Governance Manual** under chapter 3.4, all members are expected to abide by certain conduct.

Accordingly, “it is expected that Common Goal member organisations meet and regularly apply all membership criteria in their regular operations. The following are defined as non-compliance for Common Goal membership if there is credible evidence that:

- within the organisation’s activities, harm is in some way being done to children, youth or adults.
- the organisation excludes and/or discriminates against people from participation in its programmes, hiring practices and decision-making processes based on gender, ethnicity,
- race, caste, creed, religion, age, disability, sexual orientation, education, national origin, or
- any other status.
- the organisation undermines the spirit of collaboration within the community.
- the organisation is actively and deliberately involved in activities or practises that have a damaging effect on the planet, and that cannot be resolved in a different way.
- financial irregularities, fraud, being blacklisted by a national entity or theft of financial resources has occurred in the organisation.
- the management of the organisation appoints people for reasons other than their experience and/or professional value.
- decisions are made without supervision or that the leadership of the organisation uses its position of power in an abusive way.
- the organisation does not actively engage in Football for Good processes over the last 2 years as stipulated in the membership criteria.
- The organisation has not actively engaged in any activities over the last 2 years.
- the organisation does not complete the Annual Profile Update and does not comply with the Common Goal Community Pledge.

Consequences of non-compliance:

If there is credible evidence that a Common Goal Community member organisation engages in undesirable or unethical behaviour that is not in line with our common values, the Common Goal Community Team will investigate. Such a situation could result from the annual update of an organisation, a site visit or because a team member, programme participant or partner of the organisation notifies Common Goal with a complaint.

In such cases, the Common Goal Community Team will send a complaint form to the individual or organisation that made the complaint to collect additional information and will conduct further investigative steps as necessary. Once the investigation has been completed and if the Community Team determines that there is validity to the complaint, the case will be presented to the Common Goal Membership Committee.

The Committee will then take the final decision regarding (potential) membership implications, such as suspension or exclusion from the Community.”

2.3. Standards for Cooperation

All members of the Common Goal Community sign a safeguarding agreement before starting a cooperation. The Safeguarding Standards on Cooperations Policy provides guidance and basics of the expected framework of understanding and it can be found as an annex to this Policy document.

3. Procedure

Common Goal is an international network of organisations (the Common Goal Community) that use football for good. These organisations often work with participants who are already vulnerable to abuse or exploitation because of their socio-economic status, age, gender, race, religion, etc. While Common Goal can take steps to ensure that every organisation meets basic standards and provide opportunities for member organisations to improve their safeguarding policies, it’s also critical that Common Goal outline and publicise clear policies for whistleblowing, intervention, and conflict management related to safeguarding among the network organisations. For this reason, the Common Goal Safeguarding Committee develops, applies and reviews a whistleblowing/reporting mechanism that applies to all members and includes disciplinary measures. Procedural documents are to be found in annex to this policy.

3.1. Definitions

All members of the Common Goal Community agree with the below definitions:

Child/young person	All members of the Common Goal Community agree with the definition of the United Nations Convention on the Rights of Children stating that “a child means every human being below the age of 18 years (...)”.
Adults at risk	An adult at risk of abuse can be anyone over the age of eighteen, including beneficiaries, coaches, staff or volunteers. Whilst personal characteristics may make an individual more vulnerable i.e. disability and communication difficulties, it is the situation around an individual which may increase risk or place them at potential risk of harm. It is therefore vital to be open to the possibility that any adult may be at risk and that this can be temporary or on-going depending on the support and protective factors around them. (Source: NSPCC)
Safeguarding	Safeguarding is all the measures to protect the health, well-being and human rights of

	individuals, which allow people—especially children, young people and vulnerable adults—to live free from abuse, harm and neglect.
Child abuse	All forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power. (source: WHO)
Physical abuse	Physical abuse of children or young people occurs when an adult (parent, caregiver, guardian, teacher, coach) or another child or young person commits an act that results in physical injuries towards a child or young person, whether intentional or unintentional. These can be, for example red marks, cuts, welts, bruises, muscle sprains, or broken bones.
Emotional abuse	Emotional abuse refers to behaviours that convey to children or young people that they are worthless, flawed, unloved, unwanted, endangered, or of value only in meeting another person's needs. It harms a child or young person's self-worth and self-esteem or emotional well-being.
Sexual Exploitation	Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes. Includes profiting momentarily, socially, or politically from sexual exploitation of another. Under UN regulations it includes transactional sex, solicitation of transactional sex and exploitative relationships.
Sexual Abuse	The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. It should cover sexual assault (attempted rape, kissing / touching, forcing someone to perform oral sex / touching) as well as rape. Under UN regulations, all sexual activity with someone under the age of 18 is considered to be sexual abuse.
Sexual Harassment	A continuum of unacceptable and unwelcome behaviours and practices of a sexual nature that may include, but are not limited to, sexual suggestions or demands,

	requests for sexual favours and sexual, verbal or physical conduct or gestures, that are or might reasonably be perceived as offensive or humiliating.
Neglect	'Neglect' means negligent treatment or maltreatment of a child or young person, including the failure to provide adequate food, clothing, shelter, education, medical treatment, or supervision. There is a significant correlation between neglect and poverty.
Online abuse	Online abuse is any type of abuse that happens on the internet. It can happen across any device that's connected to the web, like computers, tablets and mobile phones. And it can happen anywhere online.
Online sexual solicitation and grooming	Using information and communication technology to build a relationship, trust and/or emotional connection with a child or young person in order to manipulate, exploit and sexually abuse them.
Live-streaming sexual abuse of children	Using online video applications to view or share live video of children being sexually abused.
Production or sharing of sexual abuse images of children	Producing and/or sharing content showing nude or partially clothed children, children sexually posing or images depicting children engaging in both penetrative and non-penetrative sexual activity.
Sharing of sexual images without consent and sexual extortion	Transmission or exchange of sexual content (i.e. images, videos or messages) obtained via coercion or pressure or used without consent, sometimes to extort money or sexual favours.
Cyber bullying	Repetitive aggression, hostility and other attempts to cause harm in online communications such as threats, distributing defamatory information, hate speech, including homophobic, racist and sexist content mostly perpetrated by peers.
Discrimination	Discrimination is the unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, age, or sexual orientation. (Source: American Psychological Association)

3.2. Transparency and good governance

Upon the approval of their membership application, organisations wishing to join the Common Goal Community sign the **Membership Pledge** which stipulates ;

“Pledge 7: We are committed to having transparent practices in place;

Our organisation is committed to operating transparently in our accounting, governance, regularly reporting and administrative activities, and adheres to the principles of good governance, including respect of the rule of law, fairness and equality in interacting with participants. We have clear and applicable regulations and uphold the highest standards of ethical behaviour. We understand that the submission of our organisation’s annual Common Goal Profile Update is a requirement of membership in the Community and we commit to completing it when requested.”

3.3. Whistleblowing policy

Within Common Goal, there are opportunities for organisations to work together through cooperation, events, and proximity. There may be occasions in which a member from one organisation observes a potential safeguarding violation occurring within another organisation. In these situations, to uphold the ethical commitment to safeguarding as well as the reputation of the Common Goal Community, the observer has an obligation to report the potential violation.

Common Goal recognises the value of whistleblowing in deterring and preventing wrongdoing, and in strengthening democratic accountability and transparency. Whistleblowing is a fundamental aspect of freedom of expression and freedom of conscience and is important in the fight against all forms of abuse and tackling gross mismanagement in the sector of sport for development.

Whistleblowers’ identity is kept confidential and retaliation is prohibited and monitored against. Whistleblowers should be protected against retaliation of any form within Common Goal Community organisations, whether directly or indirectly, by their employer and by persons working for. Protection should not be lost solely on the basis that the individual making the report or disclosure was mistaken as to its import or that the perceived threat to the public interest has not materialised, provided he or she had reasonable grounds to believe in its accuracy.

4. Learning and resource

Through its Safeguarding Committee, Common Goal aims at providing a platform of resources, co-learning, and mutual support for each other within the community and beyond. To do so, several channels are put in place:

4.1. Safer Play

Safer Play is an e-course on safeguarding in sports for development. It is designed to address the specifics of sports for development from a variety of perspectives and roles that surround vulnerable people. This e-course addresses topics ranging from how to recognise, reflect and act upon identifying risks of harm, different types of harm, such as physical, sexual, emotional abuse, and neglect on site or online, and building inclusive spaces. The content was created jointly by committed safeguarding experts from several contexts and geographies, coordinated by Common Goal and supported by the UEFA Foundation for Children to reduce harm in sports for the development sector. The e-course is available in English, French, Spanish, and Arabic with assistive tools to increase accessibility for everyone working with children and young people in non-profit and non-governmental organisations.

4.2. Resource Hub

All Community members are encouraged to reach out to the Safeguarding Committee to request technical support regarding safeguarding related challenges they face.

Organizations can place a request through reaching out to the Safeguarding Committee coordinator, Committee members are expected to provide support to organisations on a rotational basis.

4.3. Support to new members

The Safeguarding Committee is responsible for providing workshops for new members as part of the onboarding of new organisations. These workshops take place every 6 months. The workshops are facilitated by different Committee members on a rotational basis.

The aims of these workshops are to:

- Provide a basic common framework of understanding around definitions in safeguarding in sports for development for all Community members, and present the Safer Play online course to new members.
- Explain the principles that apply to all members through the Safeguarding Policy and linked mechanisms in place in the Common Goal Community.
- Explain the function of the Safeguarding Committee, introduce its members, explain how to use the report form and what happens after a report has been filed.

Annexes

- Common Goal Pledge
- Common Goal Community Governance Manual
- Common Goal Community Safeguarding Report-handling Mechanism
- Reporting form

- Safeguarding Standards on Cooperations Policy