



**Equability in and through Handball
Leveraging Women's Inclusion Towards Better
Sports for Everyone**

EDUCATIONAL MATERIAL



Univerza v Ljubljani



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EQUABILITY IN AND THROUGH HANDBALL LEVERAGING WOMEN'S INCLUSION TOWARDS BETTER SPORTS FOR EVERYONE

The "Equability in and through Handball: Leveraging Women's Inclusion Towards Better Sports for Everyone" (EquaWHand) project, initiated by the Turkish Handball Federation (THF) as part of the 2022 European Union Erasmus+ Sport program, is a groundbreaking initiative aimed at promoting gender equity in sports management. Coordinated by THF in collaboration with the University of Ljubljana and the Sports and Body Movement for Social Empowerment Association (BoMoVu), this project strives to tackle the underrepresentation of women in managerial positions within the handball community. Central to this mission is the provision of high-quality educational materials designed to equip participants with the strategic management skills necessary for success in the sports industry.

The educational content developed for the EquaWHand project is a blend of online and offline resources, meticulously crafted and delivered by leading experts in sports management, gender studies, and handball-specific disciplines. These materials form the backbone of the project's specialized workshops, digital training sessions, and face-to-face workshops, ensuring a comprehensive and well-rounded learning experience.

Expert Lectures

Renowned academics and industry professionals provide in-depth knowledge on key topics, offering insights drawn from both theoretical frameworks and practical experience. These lectures cover a broad range of subjects, including:

- **Sports Management:** Fundamental principles and advanced strategies for managing sports organizations.
- **Gender Studies in Sports:** Understanding the role of gender in sports and strategies for promoting inclusivity.
- **Handball-Specific Training:** Technical and tactical aspects of handball, tailored to the needs of aspiring managers.

Interactive Workshops

Interactive workshops held within the framework of this project encourage active participation, fostering an environment where participants can apply learned concepts,

engage in discussions, and develop problem-solving skills pertinent to real-world scenarios. Key components of these workshops include:

- **Case Studies:** Analyzing real-world examples to identify best practices and common challenges in sports management.
- **Group Projects:** Collaborative exercises that simulate management tasks and decision-making processes within handball clubs.
- **Role-Playing Activities:** Scenarios that allow participants to practice communication, leadership, and negotiation skills.

Digital Training Modules

Accessible at specific intervals, these digital training modules provide flexible learning opportunities, allowing participants to progress at their own pace while maintaining consistent engagement with the project's curriculum. Features of these modules include:

- **Video Lectures:** Live sessions from experts, also recorded on video in order to be accessible anytime for review and study (Note: Not all sessions were recorded, due to possible issues related to protection of personal data).
- **Interactive Quizzes:** Assessments to reinforce learning and ensure comprehension of key concepts.

Practical Internships

By embedding participants within handball clubs, these internships offer hands-on experience, bridging the gap between theoretical knowledge and practical application. Participants will:

- **Shadow Experienced Managers:** Observe and learn from seasoned professionals in real-world settings.
- **Participate in Club Activities:** Engage in day-to-day operations and strategic planning within handball organizations.
- **Organize a High-Level Match:** Apply their training by planning and executing a significant event, showcasing their skills and competencies.

Through these diverse educational materials and learning approaches, the EquaWHand project aims to empower female managerial candidates, equipping them with the tools to excel in handball administration. The ultimate goal is to foster a more inclusive sports

environment, promoting better sports for everyone by integrating more women into management roles and driving the overall development of handball.

By investing in the education and empowerment of women in sports, project partners aspire to create lasting impacts on the handball community and beyond, paving the way for a more equitable and dynamic future in sports management.

The following sections of this report will offer a closer look into the material and educational philosophy of each of the educational modules offered online.

MODULE 1: Sports Management

1a. Essentials of Strategic Management

As part of the EquaWHand project, the “Essentials of Strategic Management” lecture is a crucial component aimed at equipping participants with a deep understanding of strategic management principles and their applications in modern sports organizations. This intensive two-hour course is designed to offer a comprehensive overview of strategic management, tailored specifically for those aspiring to leadership roles within the handball sector.

Course Objectives

- **Understanding Strategic Management:** This segment introduces the fundamentals of strategic management, highlighting its significance and the role it plays in shaping organizational performance. Participants will learn about the core concepts of strategic management, including its definition, scope, and impact on achieving long-term success in sports organizations.
- **Analytical Skills Development:** Participants will develop key analytical skills essential for assessing business situations. This includes techniques for conducting strategic analysis, understanding market dynamics, and making informed decisions based on data and insights. Emphasis will be placed on how these skills can be applied within the context of sports management.
- **Strategy Formulation and Implementation:** This part of the course covers the process of formulating strategic plans, including setting objectives, developing actionable strategies, and implementing these plans effectively. Participants will gain practical knowledge on how to align strategic initiatives with organizational goals and ensure successful execution.
- **Competitive Advantage and Sustainability:** Exploring strategies to create and sustain a competitive advantage in dynamic market landscapes is a key focus. Participants will learn about various approaches to positioning an organization effectively within the competitive environment, ensuring long-term sustainability and growth.
- **Case Studies and Practical Application:** The course includes engaging case studies and practical exercises that allow participants to apply strategic management concepts to real-world scenarios. By analyzing case studies and participating in hands-on activities, attendees will enhance their ability to address complex strategic challenges and devise effective solutions.

By the end of this course, participants will have a solid foundation in strategic management principles and practical skills to implement effective strategies within handball organizations. This knowledge will empower them to make strategic decisions, drive organizational success, and contribute to the broader goals of the EquaWHand project, ultimately advancing gender equity in sports management.

1b. Understanding Sports Governance

This lecture is designed to provide participants with a comprehensive understanding of the principles, structures, and challenges inherent in sports organizations.

Course Objectives

- **Understanding Sports Governance:** Participants will gain valuable insights into the critical role and importance of governance within sports organizations. This includes understanding how governance affects overall management and organizational effectiveness.
- **Governance Structures and Mechanisms:** The course will delve into various governance structures and mechanisms employed in sports management. Participants will explore different models and policies that shape how sports organizations operate and make decisions.
- **Ethical and Legal Considerations:** A key focus will be on the ethical principles and legal frameworks that govern sports organizations. Participants will learn about compliance issues and the importance of maintaining ethical standards in sports management.
- **Case Studies and Best Practices:** To bridge theory with practice, the course will analyze real-world case studies and best practices in sports governance. This practical approach will help participants understand how successful governance is implemented and what lessons can be learned from existing examples.

By the end of this course, participants will be well-equipped with strategic management skills essential for navigating the complexities of sports governance. This knowledge will empower them to contribute effectively to sports organizations, with a particular focus on promoting gender equity and fostering inclusive management practices.

1c. Ethics in Decision-Making Mechanisms: Ensuring Integrity in Sports Institutions

This course is designed to delve into the principles and frameworks that underpin ethical governance and ensure the integrity of sports organizations. Participants will engage in a thorough exploration of ethical decision-making processes, gaining insights into how ethical considerations shape and influence managerial decisions within sports institutions. The course will address common ethical dilemmas and challenges faced by sports organizations, offering practical solutions and strategies to navigate these issues effectively.

Course Objectives

- **Understanding Ethical Decision-Making:** Explore ethical frameworks and considerations in decision-making processes. Discuss the role of personal and organizational values in shaping ethical decision-making processes. Explore the impact of cultural, social, and institutional factors on ethical judgments and practices in sports.
- **Ethical Challenges in Sports Governance:** Analyze common ethical dilemmas faced by sports institutions and ways to address them. Evaluate case studies of ethical breaches in sports and the lessons learned from these instances. Develop strategies to recognize and mitigate ethical risks within sports organizations.
- **Practical Application and Case Studies:** Apply ethical principles to real-life scenarios in sports governance.
- **Strategies for Ethical Leadership:** Develop strategies for promoting ethical leadership and integrity within sports organizations. Learn how to foster a culture of transparency and accountability among staff and stakeholders. Explore methods for training and mentoring future leaders in ethical decision-making and leadership.

By the end of the session, participants will be equipped with the knowledge and skills necessary to foster ethical practices and leadership within their own sports environments. The focus will be on integrating ethical principles into everyday decision-making processes to promote fairness, transparency, and accountability.

1d. Understanding Handball Regulations: Standards and Legal Frameworks

This course is designed to offer participants a thorough understanding of the legal aspects governing the sport of handball, both on an international scale and specifically within the Türkiye context.

Course Objectives

- **Understanding Handball Regulations:** Participants will gain a comprehensive overview of the rules and regulations that define handball globally. This includes the fundamental principles, standard regulations, and the role of international governing bodies in shaping the sport's legal framework.
- **Legal Framework in Türkiye:** We will delve into the specific legal framework governing handball in Türkiye. This section will explore the regulations set forth by Turkish sports authorities, key governing bodies, and the unique aspects of handball administration within the Türkiye context.
- **Comparative Analysis:** The course will include a comparative analysis of international handball regulations versus those established in Türkiye. Participants will examine the similarities and differences, providing a nuanced understanding of how national and international rules intersect and diverge.
- **Case Studies and Practical Application:** To bridge theoretical knowledge with real-world application, participants will engage with case studies and practical scenarios. This hands-on approach will help them apply legal regulations to various handball situations, enhancing their practical understanding of the sport's legal dimensions.

This lecture aims to equip participants with essential knowledge about handball regulations, preparing them for managerial roles within the sport by fostering a robust understanding of both global standards and local legal frameworks.

1e. Sustainability in Sport: Nurturing a Greener Future for Athletics

This course addresses the urgent need for sustainability in sports, providing a detailed exploration of principles, practices, and initiatives that contribute to a greener and more ethical future for athletics. Through a blend of theoretical insights and practical applications, participants will learn how to implement sustainable strategies within the sports sector, ultimately promoting a healthier planet and more responsible sports culture.

Course Objectives

- **Understanding Sustainable Practices** Participants will gain a thorough understanding of sustainable principles and practices applicable to sports environments. This includes: The core concepts of sustainability and their relevance to sport; practical examples of how sports organizations can incorporate sustainable practices into their

operation; the benefits of adopting sustainable practices for both the environment and the sports community.

- **Environmental Impact of Sports:** The course will explore the environmental footprint of sports events and activities, focusing on: The key areas where sports events impact the environment, such as energy consumption, waste management, and resource use; case studies of major sports events and their environmental impacts; strategies to measure and mitigate the environmental impact of sports activities.
- **Social Responsibility in Sports:** Discussion will center on the role of sports in promoting social responsibility and community engagement. Topics will include: How sports organizations can contribute to social and community well-being through sustainable practices; the role of athletes and sports leaders in advocating for social responsibility; examples of successful community engagement initiatives driven by sports organizations.
- **Strategies for Sustainable Sporting Events:** Participants will learn about green initiatives and practical strategies to promote sustainability in sports events. This will cover: Techniques for organizing eco-friendly sports events, including waste reduction, energy efficiency, and sustainable transportation; tools and resources available to sports managers for implementing green initiatives; best practices for evaluating and improving the sustainability of sports events.

The course is designed to provide participants with actionable insights that they can apply within their own sports organizations and events. By focusing on both theoretical and practical aspects, attendees will leave with a clear understanding of how to integrate sustainability into their sports management practices, ultimately contributing to a greener future for athletics. Through this lecture, the EquaWHand project aims to foster a culture of environmental responsibility and social consciousness in sports, aligning with its broader goal of promoting inclusivity and better sports for everyone.

MODULE 2: Soft Skills

2a. Empowering Women Managers in Sports: Digital Literacy Essentials

In today's tech-driven environment, digital literacy is crucial for effective sports management. The "Empowering Women Managers in Sports: Digital Literacy Essentials" course is designed to provide aspiring female managers with the fundamental digital skills needed to thrive in contemporary sports management roles. This session will equip participants with essential digital tools, strategies, and insights to enhance their managerial capabilities and leverage digital media for sports institutions.

Course Objectives

- **Foundations of Digital Literacy in Sports Management:** Participants will begin by developing a solid understanding of digital tools and their applications within sports institutions. This foundational segment covers an introduction to essential software and platforms used in sports management, including project management tools, communication platforms, and digital scheduling systems; and how these tools can streamline operations, improve efficiency, and facilitate better management within sports organizations.
- **Effective Digital Communication in Sports:** Communication is a key component of successful sports management, especially in a digital age. This section focuses on techniques for utilizing various digital platforms (e.g., email, social media, messaging apps) to effectively communicate with team members, stakeholders, and the public; crafting messages and using digital channels that resonate with different audiences within sports organizations.
- **Data Utilization and Decision-Making:** Informed decision-making is enhanced by effective data utilization. Participants will learn to understand how to interpret data collected from sports activities, performance metrics, and organizational processes; use data analytics to make informed decisions, improve strategies, and enhance overall management practices within sports institutions.
- **Cybersecurity Measures in Sports Institutions:** As digital threats grow, ensuring the security of digital assets is paramount. This segment covers basic principles of cybersecurity tailored to sports organizations, including how to protect sensitive information and manage digital risks; implementing effective cybersecurity measures to safeguard digital infrastructure and data integrity within sports management.

By equipping participants with these essential digital skills, we aim to empower future leaders to excel in a digital age, drive innovation, and contribute to the ongoing development of handball and broader sports communities.

2b. Effective Communication for Women in Leadership

The "Effective Communication for Women in Leadership" course is a targeted two-hour workshop designed to elevate the communication skills of women in leadership roles. Effective communication is pivotal for successful leadership, and this course aims to provide practical tools and strategies to enhance your communication capabilities in professional environments.

Course Objectives

- **Communication Styles and Strategies:** Understanding various communication styles and strategies is essential for effective leadership. This section of the course will explore identifying and adapting to different styles to convey messages clearly and effectively; techniques for resolving conflicts constructively and maintaining positive relationships; strategies for establishing trust and rapport with colleagues and stakeholders.
- **Public Speaking and Presentation Skills:** Confidence and clarity in public speaking can significantly impact an individual's leadership presence. This segment will cover crafting compelling and organized presentations that engage and inform the audience; techniques for overcoming nervousness and projecting confidence; enhancing vocal delivery and non-verbal cues to reinforce the message; best practices for using visual aids effectively to support your presentation.
- **Negotiation and Persuasion:** Effective negotiation and persuasion are crucial for achieving favourable outcomes and maintaining professional relationships. This part of the course will focus on crafting and presenting arguments that influence decisions and drive results; techniques for navigating challenging discussions while preserving relationships; strategies for finding mutually beneficial solutions in negotiations.
- **Cross-Cultural Communication:** In today's globalized work environment, understanding cross-cultural communication is vital. This section will address strategies for effective communication across diverse cultural contexts; ensuring that communication practices are respectful and inclusive in a multicultural setting.
- **Leadership Communication** Effective communication is a cornerstone of strong leadership. This part of the course will explore using communication to energize and guide teams towards shared goals; techniques for providing feedback that supports

growth and improvement; building and sustaining a positive work environment through effective communication.

- Adapting to Technological Communication In an increasingly digital world, adapting to various forms of technological communication is essential. This section will cover best practices for using virtual meetings, emails, and social media to communicate effectively; ensuring that communication remains professional and clear across different technological platforms.

By focusing on these key areas, the "Effective Communication for Women in Leadership" course will equip participants with the skills to enhance their leadership presence, build stronger professional relationships, and navigate complex communication scenarios with confidence. This workshop is designed to provide actionable insights and practical strategies that can be immediately applied in professional roles.

2c. Comprehensive Project Management Cycle: From Initiation to Closure

This intensive course provides a thorough exploration of the entire project management cycle, from the initial concept to the final delivery and evaluation of the project. By focusing on each phase of the project management cycle, this course aims to equip participants with the essential tools and methodologies needed for successful project execution and closure.

Course Objectives

- Defining the Project Management Phases: Define and articulate the importance of each phase within the project management cycle, including initiation, planning, execution, monitoring, and closure.
- Creating a Well-Structured Project Charter: Participants will gain practical skills in crafting a project charter that outlines the project's goals, scope, objectives, and key stakeholders. This foundational document is crucial for aligning the project with organizational objectives and ensuring clear communication.
- Developing Comprehensive Project Plans: The course will cover the creation of detailed project plans that include a work breakdown structure, timelines, resource allocation, and risk assessments. Emphasis will be placed on developing realistic plans that address potential constraints and dependencies.
- Applying Project Management Tools and Methodologies: Participants will learn to apply various project management tools and methodologies to effectively manage project risks, constraints, and changes. This includes the use of software tools and techniques for tracking progress and managing project variables.

- **Implementing Execution Strategies:** The course will delve into strategies for effective project execution, including task management, team coordination, and progress tracking. Participants will also learn to adjust plans as needed to ensure successful project delivery.
- **Demonstrating Effective Stakeholder Management:** Participants will develop skills in engaging stakeholders, communicating project progress, and addressing concerns. Effective stakeholder management is essential for maintaining project alignment and securing ongoing support.
- **Conducting Project Closure Activities:** The course will provide guidance on conducting thorough project closure activities, including project reviews, lessons learned sessions, and proper documentation. Participants will learn to finalize project deliverables and ensure a smooth transition to stakeholders.
- **Evaluating Project Successes and Challenges:** Participants will be trained to evaluate project outcomes, extract key insights from lessons learned, and apply these insights to future projects. This evaluation process is crucial for continuous improvement and enhancing future project management practices.

The “Comprehensive Project Management Cycle: From Initiation to Closure” course is designed to provide participants with a structured approach to project management, offering the tools and methodologies needed to plan, execute, monitor, and close projects effectively. By covering each phase of the project management cycle in detail, this course aims to prepare professionals to tackle complex projects with confidence, ultimately contributing to their success and the overall development of handball management.

2d. Financial Literacy for Women Leaders: Empowering Financial Confidence

In today's dynamic and complex financial environment, understanding and managing finances is crucial for effective leadership. This course is tailored to address the unique challenges and opportunities that women leaders face, equipping them with practical tools and knowledge to make informed financial decisions and drive organizational success.

Course Objectives

- **Enhanced Confidence in Managing Personal Finances:** Learn the fundamentals of creating; understand strategies for building and maintaining savings, including emergency funds and long-term savings plans; gain insights into different investment options, risk management, and planning for retirement to ensure financial stability and growth.
- **Deeper Understanding of Financial Statements:** Explore the key components of financial statements, such as balance sheets, income statements, and cash flow

statements. Learn how to interpret these statements to assess

financial health and performance in both personal finances and organizational settings.

- **Skills to Assess and Interpret Financial Data:** Develop the ability to analyze financial data, identify trends, and make data-driven decisions. This includes understanding financial ratios, performance metrics, and budget variances to enhance decision-making within organizations.
- **Strategies to Communicate and Collaborate on Financial Matters:** Learn techniques for clearly and confidently presenting financial information to teams, stakeholders, and partners; emphasize the importance of transparent communication and collaboration in achieving financial goals and addressing financial challenges.
- **Empowerment to Control Financial Goals:** Gain practical strategies for setting and achieving financial goals, whether personal or organizational; learn how to develop actionable plans, monitor progress, and adjust strategies to stay on track towards financial success.

By the end of the course, participants will have enhanced their financial literacy, gained greater confidence in managing their finances, and developed the skills needed to make informed financial decisions. This will enable them to lead more effectively, both personally and within their organizations, ultimately contributing to their professional growth and the success of their teams.

MODULE 3: Rights of Women in Leadership Positions

3a. Promoting Gender Equality and Health Rights in the Workplace

In today's evolving work environment, promoting gender equality and ensuring health rights are fundamental to building productive and respectful workplaces. This course addresses these critical issues by equipping participants with both theoretical knowledge and practical strategies to enhance workplace culture and policies.

Course Objectives

- **Understanding the Importance of Gender Equality in Fostering a Healthy and Productive Work Environment:** Participants will learn how gender equality contributes to overall workplace health and productivity. By examining how inclusive practices positively impact employee well-being, engagement, and performance, the course highlights the value of equity in fostering a supportive work environment. The course will include case studies of organizations that have successfully implemented gender equality initiatives and the resulting benefits on their work culture and employee satisfaction.
- **Recognizing and Addressing Explicit and Implicit Gender-Based Biases and Stereotypes:** Participants will be trained to recognize both explicit and implicit gender biases that affect workplace dynamics and health rights. This includes understanding how stereotypes influence decision-making and create barriers to equality. The course will cover strategies for addressing and reducing biases, including training programs, policy changes, and creating awareness within teams.
- **Implementing Practical Strategies for Inclusive Policies and Practices:** Participants will learn how to develop and implement policies that promote gender equality and safeguard health rights. This includes drafting inclusive workplace policies, creating support systems for all genders, and ensuring that health-related needs are met equitably. The course will provide practical tools and frameworks for creating an inclusive environment, including guidelines for conducting health assessments, developing wellness programs, and ensuring accessibility to resources.
- **Advocating for and Contributing to a Workplace Culture that Promotes Diversity, Inclusivity, and Equity:** Participants will explore methods for advocating for a workplace culture that embraces diversity and inclusivity. This includes strategies for leadership engagement, fostering open communication, and promoting ongoing education and training. The course will highlight inspiring role models and organizations that exemplify



best practices in gender equality and health rights, offering actionable insights and motivation for participants to drive change in their own workplaces.

By the end of this course, participants will be equipped with a comprehensive understanding of how to promote gender equality and health rights within their organizations. The knowledge and strategies gained will empower them to create more inclusive, equitable, and supportive professional environments, ultimately contributing to a better, more equitable workplace for everyone.

3b. Addressing Gender-Based Violence: Understanding, Prevention, and Support

The "Addressing Gender-Based Violence: Understanding, Prevention, and Support" course is a comprehensive four-hour training designed to equip participants with essential knowledge and practical skills to effectively tackle gender-based violence (GBV). This course is aimed at professionals, community leaders, advocates, and individuals committed to eradicating GBV and fostering safer environments for all.

Course Objectives

- **Demonstrate a Comprehensive Understanding of Gender-Based Violence and Its Multifaceted Nature:** Participants will gain a thorough understanding of GBV, including its definition, forms (such as physical, emotional, sexual, and economic violence), and the underlying causes and consequences. We will explore the impact of GBV on individuals and communities, examining both immediate and long-term effects.
- **Apply Proactive Strategies to Prevent and Intervene in Instances of GBV:** The course will cover practical strategies for preventing GBV, including educational and awareness-raising initiatives, policy development, and community engagement. Participants will also learn intervention techniques for addressing GBV when it occurs, focusing on how to respond effectively and safely.
- **Provide Effective Support and Resources to Survivors of GBV with Empathy and Sensitivity:** Participants will learn how to offer support to survivors of GBV, emphasizing empathy, sensitivity, and practical assistance. The course will cover methods for providing emotional support, connecting survivors with appropriate resources, and ensuring that their needs are met in a respectful and effective manner.
- **Engage in Advocacy and Action Towards Creating a Society Free from Gender-Based Violence:** The course will empower participants to advocate for systemic change and contribute to efforts aimed at eliminating GBV. This includes understanding the role of advocacy, engaging in policy development, and participating in community-based initiatives.



This course is designed to foster a comprehensive understanding of GBV, equip participants with actionable tools, and inspire a proactive approach to creating a society free from gender-based violence. By engaging with the course material, participants will be better prepared to make a meaningful impact in their communities and professional environments.

3c. Inclusive Leadership for Women in Sports Leadership Roles

This course is designed to equip participants with the necessary tools, insights, and strategies to foster inclusivity, diversity, and equity within their organizations and the broader sports sector.

Course objectives

- **Understand the Significance of Inclusive Leadership and Its Impact on Sports Organizations:** Participants will explore the critical role of inclusive leadership in transforming sports organizations. The course will cover how inclusive practices not only enhance team cohesion and performance but also drive innovation and better decision-making. By understanding the benefits of inclusivity, leaders will be better prepared to champion these practices within their own organizations.
- **Recognize and Address Biases That Hinder Inclusivity and Diversity in Sports Leadership:** The course will delve into common biases and systemic barriers that can impede the advancement of women and other underrepresented groups in sports leadership. Participants will learn to identify these biases and understand their impact on organizational culture and decision-making processes. Practical exercises and case studies will help in developing strategies to confront and overcome these challenges.
- **Implement Strategies to Create Inclusive Environments and Foster Diverse Teams in the Sports Industry:** Effective strategies for building and maintaining inclusive environments will be a key focus. Participants will gain insights into best practices for promoting diversity in recruitment, fostering inclusive team dynamics, and creating policies that support an equitable workplace. The course will also cover methods to sustain these practices and measure their impact over time.
- **Develop Leadership Skills to Mentor and Empower Other Women in Sports Leadership Positions:** The course will provide actionable strategies for mentoring and empowering other women in sports leadership roles. Participants will learn how to create supportive networks, offer guidance, and advocate for other women's advancement within the sports sector. This component aims to build a strong, interconnected community of women leaders who can collectively drive positive change.

By the end of this course, participants will be empowered with the knowledge and skills needed to lead inclusively, drive diversity initiatives, and mentor the next generation of women in sports leadership. The course aligns with the broader goals of the EquaWHand project to promote women's involvement in sports management and enhance the overall development of handball through equitable practices.

3d. Child Safeguarding and Participation

The "Child Safeguarding and Participation" course is designed to empower women managers in sports institutions with essential knowledge and skills to ensure child safety and promote active participation in sports settings. As part of the EquaWHand project, this course will focus on equipping leaders with the tools to create safe, supportive, and inclusive environments for children, aligning with the project's broader goals of enhancing women's roles in sports management and fostering better sports experiences for everyone.

Course objectives

- **Understand the Importance of Child Safeguarding and Specific Risks within Sports Institutions:** Gain a deep understanding of child safeguarding principles, the critical importance of these practices, and their relevance in sports settings; learn to recognize specific risks and vulnerabilities that children may face within sports environments, including potential abuse and exploitation; familiarize with relevant laws and regulations governing child protection in sports.
- **Implement and Enforce Child Safeguarding Policies and Procedures Effectively:** Learn how to develop and implement comprehensive child safeguarding policies and procedures tailored to your sports institution; explore best practices for enforcing these policies, ensuring they are consistently applied, and addressing breaches or concerns; understand the importance of training staff and volunteers on safeguarding policies and procedures to ensure a unified approach to child protection.
- **Foster an Environment that Encourages Children's Participation, Well-being, and Voice within Sports Organizations:** Discover strategies to create a welcoming and supportive environment where children feel valued and encouraged to participate; learn techniques to support the physical and emotional well-being of children in sports settings; implement methods to actively involve children in decision-making processes and give them a voice within the sports organization.
- **Advocate for and Contribute to Creating Safer and More Inclusive Sports Environments for Children:** Develop skills to advocate for child safeguarding and inclusivity within your sports organization and the wider sports community; explore ways to work with

other stakeholders, including parents, coaches, and community members, to foster a culture of safety and inclusion; understand legal and ethical obligations regarding the reporting and notification of safeguarding concerns.

By the end of this course, participants will have a robust understanding of child safeguarding, practical skills for policy implementation, and strategies to promote an inclusive and participatory environment for children. This course aligns with the EquaWHand project's mission to enhance women's roles in sports management and contribute to creating safer and more equitable sports environments.



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