



# Girls *Positive* and *Safe Coaching* Pathway

Program Overview & Delivery Plan Guidelines



# Pathway Overview



# Girls **Positive** and **Safe Coaching** **Pathway**

is specifically designed to address gender inequity that hinders the **participation of women and girls in sports** at all levels. By focusing on **coaching the coaches**, the pathway aims to remove barriers and create a more **equitable, accessible, accommodative, and positive experience** for girls in sports.

The implementation of this pathway improves the **quality of sport coaching** offered to girls, encouraging them and women to pursue training as sport coaches themselves. Furthermore, the pathway embeds training tools into existing coach training frameworks, ensuring the widespread **adoption and long-term impact** of its principles.



# **Why** Positive and Safe Coaching Pathway

- Low rates of girls' participation in sport
- Girls get involved in sports later than boys
- A high dropout rate of girls from sport
- Social and cultural body image pressures on girls in sport
- Gender stereotypes in sport
- Low number of women coaches in sport
- Abuse and harassment in sport



# **Who** is it for?

- ✓ Coaches
- ✓ Sports leaders
- ✓ Managers
- ✓ Female athletes
- ✓ Officials

# Objectives

The Girls Positive and Safe Coaching pathway will be implemented to empower girls and women in Sport for All, leveraging the broader network and partnerships TAFISA has and aligning with TAFISA's Mission 2030 priorities of:

- Gender Equity
- Social inclusion
- Education and Capacity Building
- Advocacy
- Safeguarding



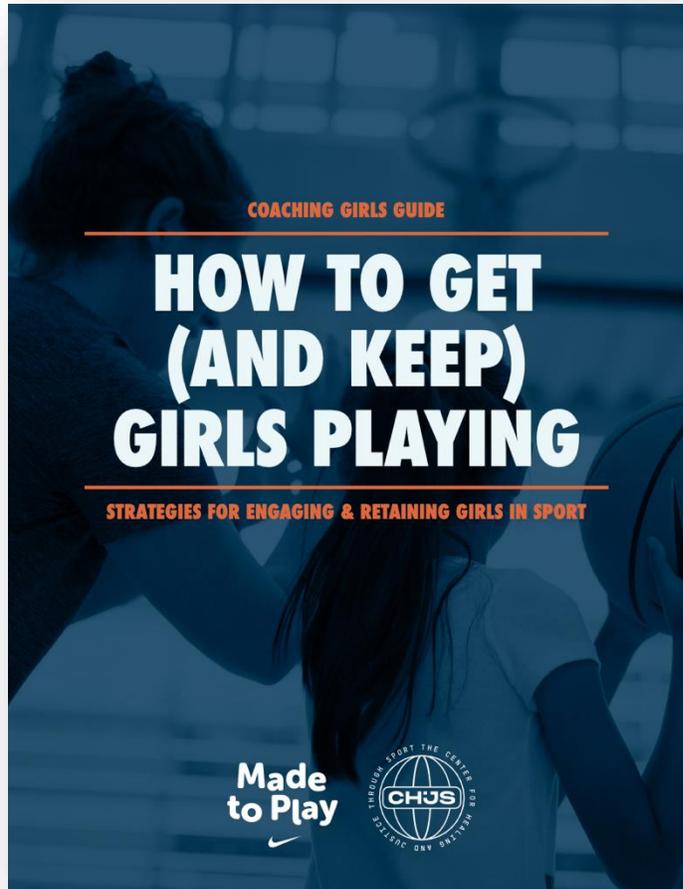


# Girls *Positive* and *Safe Coaching* Pathway **Modules**

- Made to Play Coaching Girls Guide
- Coaching Her
- Body Confidence Sport
- TAFISA's Safeguarding Guidelines

Girls Positive and Safe Coaching Pathway Modules

# Made to Play *Coaching Girls Guide*



- This guide is designed to serve program leaders and coaches working to recruit and retain girls (and girl-identifying young people, especially those most likely to be excluded from sport).
- Goal is to help coaches create sport spaces that are more inclusive and welcoming for girls and other young people on the gender spectrum who are traditionally marginalized from sport.
- TAFISA launched a global workshop series to train and educate coaches, leaders and managers using the Coaching Girls Guide. Over the course of five workshops, a total of 376 coaches from 36 different countries have been successfully trained and empowered.

Girls Positive and Safe Coaching Pathway Modules

# ***Coaching Her***

- Coaching HER addresses sports-related challenges affecting girls' performance, self-esteem, and overall experiences.
- Coaches are crucial in promoting positive change by serving as mentors and role models.
- Our innovative tool helps coaches retain girls' participation in sports while recognising their unique needs and eliminating barriers.
- Empowering girls and supporting their needs can help them build self-confidence and achieve their full potential.

**Be her  
reason  
to stay  
in sport.**



[www.coachingher.com](http://www.coachingher.com)

**COACHING  
HER** 

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## Girls Positive and Safe Coaching Pathway Modules

# Body Confidence Sport

- The Body Confidence in Sport program aims to inspire athletes to adopt a positive attitude towards their bodies.
- it promotes constructive conversations and breaking down stereotypes related to gender and appearance,
- The program empowers athletes to embrace a functional mindset, and provides a safe space for athletes to explore innovative ways of thinking and talking about their bodies.

SESSION  
**01**

## BODY TALK IN SPORT



### KEY TERMS FOR TODAY

#### ATHLETIC IDEAL

What society considers the ideal or 'best way' to look as an athlete (e.g., lean, toned muscles, able-bodied)

#### APPEARANCE IDEAL

What society considers the ideal or 'best way' to look (e.g., girls and women should be able-bodied, thin, have a flat stomach and clear skin).

#### BODY TALK

Positive and/or negative comments that reinforce appearance and athletic ideals. Whether a comment or conversation is intended as negative (e.g., "My thighs are too big") or positive (e.g., "You look good - have you lost weight?"), all body talk has the potential to be harmful. This is because these comments place greater importance on appearance, at the expense of valuing more intrinsic qualities such as someone's values (e.g., they are kind), interests (e.g., they enjoy kayaking) or actions (e.g., they support their friends).

#### BODY TALK FREE ZONE

A commitment between teammates and teams to create a space where people avoid engaging in body talk and/or challenge this behavior when it occurs.

Session 1

03

Body Talk In Sport

### SESSION OVERVIEW

How: The structure, content and materials

**01 THE GAME PLAN**  
5 MINS

**02 THE KNOWLEDGE**  
20 MINS

**03 THE SKILLS**  
20 MINS

**04 THE FINAL SCORE**  
15 MINS

### RESOURCES YOU'LL NEED

#### Session materials

- Coaches' guide
- Program slide deck
- Athletes' personal workbooks

#### From your sports club or school

- Electronic device to display slide deck
- Whiteboard/recording surface/markers or pens

This session sets the scene for athletes by introducing them to body talk, and how these conversations can reinforce gender stereotypes, appearance and athletic ideals, and negatively impact girls' sporting experience.

The session will also build a foundation for session two, where athletes will learn a new way of thinking and speaking about their bodies from a functionality perspective (e.g., what the body can do and perhaps do differently to others).

Session 1

02

Body Talk In Sport

Session 1

06

Body Talk In Sport

Girls Positive and Safe Coaching Pathway Modules

# TAFISA's *Safeguarding Guidelines*



- Action taken to promote children's welfare and protect them from Harm, abuse and maltreatment in sport
- Those in charge of sport must establish an environment that prioritises the well-being and safety of all participants, including children, young people, seniors, individuals with disabilities, and everyone involved
- How Sport for All organisations can make participation in sport a safe environment for all.

## **ADVANCE**

Growth  
Development  
Empowerment  
Equality  
Inclusion

## **BUILD**

Trust  
Positive Relationships  
Collaborative Environment  
Safe Connection

## **CULTIVATE**

Safe Coaching  
Motivation  
Skill-building  
Confidence  
Positive role modelling

## **DRIVE**

Success  
Health and well-being  
Safe environment  
Belonging  
Sense of community



# **The *Pathway ABCD***

# Pathway *Toolkits*

The Pathway consists of training materials and reading resources, workshops, and trainings to assist coaches and young female athletes in creating an environment promoting girls' sports participation.

The framework will incorporate the following components;

- Curriculum
- Educational modules
- Trainer Guidelines
- Presentations
- Evaluation templates



# Benefits

## For Trainers

- ✓ You become Certified Pathway trainer
- ✓ Deliver innovative Coaching Pathways to coaches, managers and official
- ✓ Develop your presentation and facilitation skills
- ✓ Be part of the TAFISA Trainers alums and have potential to be considered for other TAFISA Capacity Building Programs
- ✓ Expand your network
- ✓ Receive a trainer certificate

## For Regional / National / Local Sport for All Organisations

- ✓ Have trained personnel in your organization
- ✓ Increase the visibility, reputation, and recognition of their organization
- ✓ Enhance their efforts towards achieving gender equality
- ✓ Develop and train leaders and managers on safe and positive coaching
- ✓ Develop and train qualified coaches within your organisation and network
- ✓ Offer a new service to your members and partners
- ✓ Promote and encourage increased participation of women and girls in sports.
- ✓ Retain and recruit more girls to the sport
- ✓ Become part of the global Sport for All Movement, joining the TAFISA network of 400+ organizations and gaining access to experts in numerous fields related to Sport for All and physical activity.

# Host *Responsibilities*

## 1. Trainer Identification and Management

- ✓ Identify three trainers from your network who will participate in the Training of Trainers (ToT) program and become certified Trainers to deliver the Pathway.
- ✓ Ensure that these trainers are equipped to lead workshops and disseminate the Pathway principles effectively.
- ✓ Manage and supervise the trainers throughout the project

## 2. Pathway Implementation and Delivery

- ✓ Actively recruit a diverse range of coaches, trainers, and officials to participate in these workshops, ensuring gender equity and inclusion.
- ✓ Ensure the delivery of workshops within the set period, engaging a minimum of 80 participants, including coaches and officials.
- ✓ Ensure that trained participants are dispatched to their respective communities, regions, or countries to implement the knowledge gained in coaching young female athletes.
- ✓ Provide continuous support to trainers and participants post-workshops to facilitate further training and ensure the continuity of coaching development beyond the workshops.

# Host *Responsibilities*

## 3. Monitoring and Evaluation

- ✓ Submit mid-year and final project reports in a timely manner, including details on project reach, outputs, and participant feedback. Reports should also include photos, videos, and promotional materials as evidence of project activities.
- ✓ Track and report on the number of young female athletes and others who benefit from the workshops and subsequent local outreach.
- ✓ Ensure the collection of feedback from all trainers and participants by using the impact measurement tools and questionnaires provided by TAFISA.

## 4. Pathway Integration

- ✓ The host organization is expected to integrate the Girls Positive and Safe Coaching Pathway into its own capacity-building framework, ensuring that the principles and training continue to benefit future coaches and athletes.

# TAFISA *Responsibilities*

## 1. Trainer Preparation and Certification

- ✓ Conduct comprehensive training sessions for the trainers identified by the host organization. These trainers will become certified facilitators and will be responsible for delivering the Pathway workshops within their communities.
- ✓ Supply trainers with comprehensive guidelines, modules, and training materials to ensure consistency and quality in the delivery of Pathway workshops.

## 2. Workshop Support and Resources

- ✓ Provide strategic support to the host organization during the planning and hosting of the Pathway workshops.
- ✓ Share the full Pathway framework, along with host guidelines to help facilitate the effective execution of the program.
- ✓ Offer additional reading resources and materials to further support the creation of a coaching environment that encourages and nurtures girls' participation in sports.

# TAFISA *Responsibilities*

## 3. Monitoring and Evaluation Tools

- ✓ Provide monitoring and evaluation tools to track the success of the workshops and the overall impact of the program.
- ✓ Equip the trainers with the necessary tools to evaluate the participants' progress and the outcomes of their own coaching efforts

## 4. Project Guidance and Support

- ✓ Provide continuous support to address any challenges that may arise and ensure the achievement of project objectives.
- ✓ Actively contribute to the successful completion of the project by providing expertise, resources, and feedback, aligned with the overall goals of the Girls Positive and Safe Coaching Pathway.

## 5. Grant Allocation

- ✓ TAFISA will allocate up to \$10,000 in grant funding to support the implementation of the Pathway.
- ✓ Ensure the timely disbursement of project funding in accordance with the agreed payment schedule, allowing for the smooth execution of workshops and related activities.

# Pathway *Timeline*

JAN

FEB

MAR

APR

MAY

JUN

JUL

AUG

SEP

OCT

NOV

## TRAINING OF TRAINERS

- Orientation and Preparation

- Training of Trainers

## IMPLEMENTATION AND DELIVERY

- Training and Workshops

- Practical Application

- Review & Feedback

- Certification and Closing

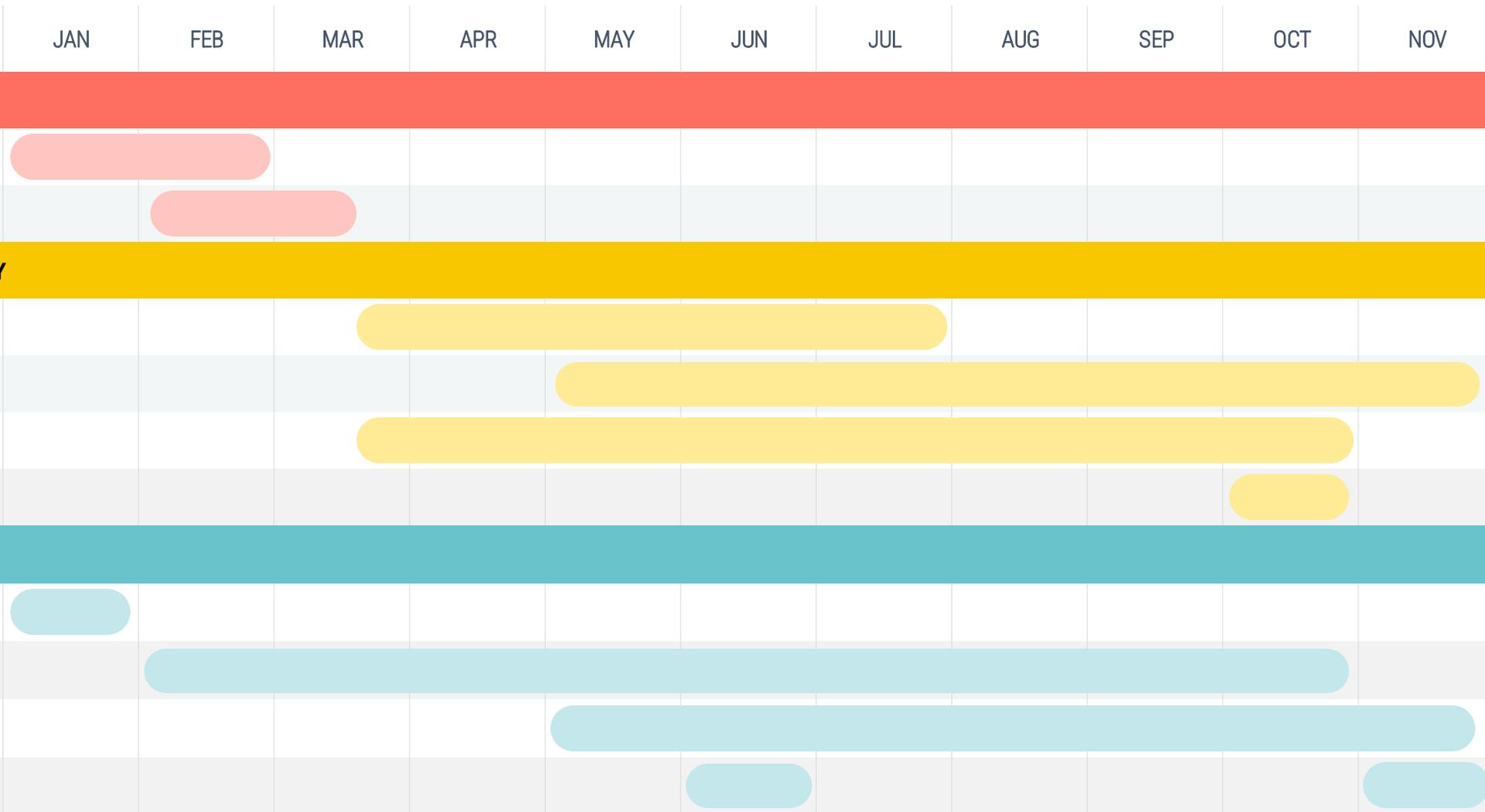
## HOST'S ROLE

- Project Initiaton

- Coordination and Monitoring

- Pathway Integration & Application

- Reporting



# Implementation & Delivery

ORIENTATION AND TRAINING	PRACTICAL APPLICATION	REVIEW AND FEEDBACK	CERTIFICATION AND CLOSING
<ul style="list-style-type: none"><li>• Initial Needs Assessment: Conduct a preliminary assessment of participants' needs and expectations</li><li>• Online Orientation: first virtual gathering of participants</li><li>• Deliver training workshops covering the four modules</li></ul>	<ul style="list-style-type: none"><li>• Coaching Practice: Participants begin coaching young female athletes, implementing the skills and knowledge gained</li><li>• Encourage participants to apply what they've learned in real-life coaching situations</li></ul>	<ul style="list-style-type: none"><li>• Conduct a review to assess progress.<ul style="list-style-type: none"><li>• Pre-workshop survey</li><li>• Post-workshop survey</li><li>• 3-month post-workshop survey</li></ul></li><li>• Trainers provide feedback and guidance to participants based on their coaching experiences.</li></ul>	<ul style="list-style-type: none"><li>• Report Submission: Submit a report summarizing their coaching experiences and insights gained.</li><li>• Final Evaluation: Collect feedback from participants and trainers for program improvement.</li><li>• Celebrate participants' achievements with a closing ceremony.</li></ul>

# Pathway *Indicators*

## Engagement Metrics

- *Number of coaches* engaged in the program
- *Number of girls and female athletes* impacted or reached through the program
- *Variety of sports and coaching levels* reached in the program
- *Number of countries* involved

## Quantitative Impact

- Utilize *pre-and-post surveys* to quantify changes in coaches' knowledge and practices
- Assess the impact on coaching experiences through *quantitative indicators* such as increased participation, skill development, and confidence

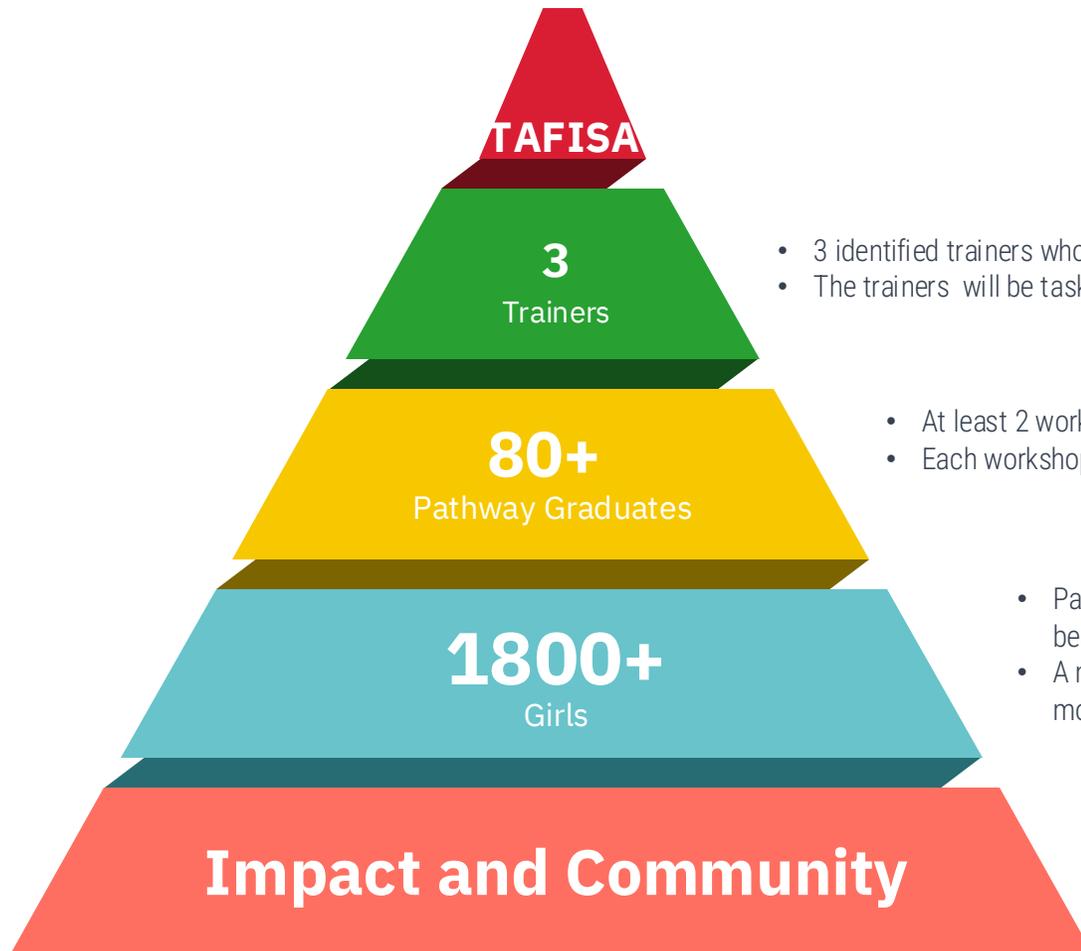
## Change in Practices

- Evaluate *changes in coaching practices* by analyzing feedback and reports submitted by coaches
- Examine the *incorporation of Girls Coaching Pathway principles* into daily coaching routines
- Gather *qualitative data* through feedback sessions and testimonials from coaches, girls, and participating organizations

## Impact on Organizations

- *Integration of the Pathway* within the existing framework of organizations
- Collection of *feedback and testimonials* showcasing the positive impact of the Pathway

# Expected *Reach*



- 3 identified trainers who will go through the Training of Trainers
- The trainers will be tasked to deliver the Pathway workshops to coaches

- At least 2 workshops to be conducted by certified trainers
- Each workshop should engage 40+ participants (coaches)

- Pathway graduates take the knowledge and skills they've gained back to their regions and communities, becoming advocates for positive change in sports
- A minimum of 30 athletes to benefit from each graduate's local outreach efforts. This will be closely monitored by the host organization and the trainers to assess the impact and gather valuable feedback.

At the base of the pyramid, we witness the ripple effect of the Girls Positive and Safe Coaching Pathway. Communities experience positive transformations. More girls participate in sports, societal norms shift, and inclusivity becomes the norm.



# **Call for Applications 2025**

## **Delivery Plan Guidelines**

# Call for Applications 2025

## - Girls Positive and Safe Coaching Pathway Grant

We invite applications from dedicated organizations who share our vision for creating positive and safe coaching environments for girls! Selected organization will receive up to **US\$10,000** aimed at supporting the implementation of safe coaching practices and projects within their communities.

### Eligibility Criteria

Applications are open exclusively to **TAFISA members**. We are seeking applications from organizations who meet the following criteria:

- Experience in coaching or training, particularly in women's and girls' sports and/or access to pool of coaches and trainers;
- Commitment to gender equity and inclusion in sports, with a demonstrated focus on advancing opportunities for women and girls
- Ability to organize and deliver workshops engaging at least 30 participants per session, with a minimum total of 80 participants across all workshops;
- Willingness to integrate the Pathway's training outcomes into the organization's long-term coaching and technical strategies and frameworks, ensuring sustainable impact beyond the initial workshops;
- Commitment to safeguarding, with the organization ready to implement appropriate safeguarding policies and procedures to ensure a safe environment;
- Commitment to cascade the Pathway to other coaches and trainers beyond TAFISA's direct support, expanding its reach and influence across the wider coaching community.



**Girls Positive &  
Safe Coaching Pathway**



# Call for Applications 2025

## - Girls Positive and Safe Coaching Pathway Grant

### Application Requirements

To apply for the grant, you are asked to complete the [online application form](#) and attach the Delivery Plan, which should cover the following aspects::

- ✓ Workshop Planning:
  - General overview
  - Number of session(s)
  - Proposed workshop date(s)
  - Target audience
  - Estimated number of participants per session
  - Location(s) of Workshop(s) - city, venue
- ✓ Recruitment and Outreach:
  - How participants will be recruited (coaches, sports leaders, etc.).
  - Outreach strategies to ensure diversity and inclusion, especially focusing on girls and women.
- ✓ Trainer Selection:
  - Names and profiles of at least three trainers from the organization who will undergo the Training of Trainers (ToT) program
  - Trainers' relevant experience in gender equity, sports, and coaching.
- ✓ Timeline:
  - Provide a detailed timeline of key milestones from preparation through implementation, including training dates, recruitment, monitoring, and reporting periods.
- ✓ Impact and Monitoring:
  - Expected outcomes (e.g., number of coaches trained, number of girls impacted).
  - How your organization will monitor and evaluate the success of the workshops.
  - Describe the feedback mechanisms that will be in place for participants and stakeholders.
- ✓ Sustainability and Follow-Up:
  - How the Pathway will be integrated into your organization's long-term programming.
  - Strategies for ongoing support for trained coaches and participants.
- ✓ Budget:
  - A clear budget breakdown, including anticipated expenses (venue, materials, etc.).
  - Outline how the grant will be used to support the project.



**Girls Positive &  
Safe Coaching Pathway**



# Call for Applications 2025

## - Girls Positive and Safe Coaching Pathway Grant

### Grant Allocation

Selected organization will also have access to up to US\$10,000 aimed at supporting the implementation of safe coaching practices and projects within their communities. These grants can only be used for:

- Workshop Costs: Venue, materials, and logistical support;
- Facilitator allowance;
- Outreach and Recruitment: Promotional efforts to ensure broad participation;
- Advocacy: Initiating social media campaigns or outreach efforts to raise awareness of gender equity and safe coaching in sports;
- Monitoring and Evaluation: Tools or resources to track progress and outcomes.

Grant allocation will be determined based on the strength of the applicant's project proposal, the expected community impact, and the need for resources.

### Submission Process

Applications should be submitted [here](#) by 5 December.

Incomplete applications will not be considered.



Application Opens  
28 October

Application Deadline  
5 December

Selection Announcement  
20 December



**Girls Positive &  
Safe Coaching Pathway**

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