



GIRLS POSITIVE AND SAFE COACHING PATHWAY

2024 FINAL REPORT

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GIRLS POSITIVE AND SAFE
COACHING PATHWAY**

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EXECUTIVE SUMMARY: Girls Positive and Safe Coaching Pathway 2024

What an exciting milestone to celebrate—the successful implementation of the first edition of the Girls Positive and Safe Coaching Pathway! Getting it right on the first attempt has been an incredible achievement, not only meeting but surpassing our initial targets. The Pathway has ignited the interest of Sport for All Organizations, NGOs, individuals, and communities eager to embrace its vision, which highlights the powerful role of coaches as role models and mentors to inspire, protect, and uplift girls in sport.

Through its focus on retention and recruitment, the Pathway addresses key barriers faced by girls in sports, empowering coaches to foster safe, inclusive, and positive environments. The program represents a pivotal step in driving a meaningful shift in the participation and experience of women and girls in sports.

In its initial implementation, the program reached over 20,000 individuals across more than 60 countries. This was achieved through direct training provided by 33 local trainers to 1,040 participants, including coaches, team managers, and practitioners. These efforts positively impacted 19,368, predominantly girls, who benefited from the training. This remarkable reach is a testament to the dedication of host organizations, countries, and regional bodies that have worked tirelessly to ensure the program's success.

This achievement marks a powerful start to a journey of changing lives and ensuring a safer, more inclusive future for girls in sports worldwide.

IMPACTED

13,571

GIRLS AND WOMEN
SINCE THE TRAINING



60+ COUNTRIES

REPRESENTED BY PARTICIPANTS
IN BOTH ONLINE AND IN-PERSON
WORKSHOPS.

WORKSHOPS HELD IN
18 COUNTRIES,
SHOWCASING THE PATHWAY'S
DIVERSE IMPLEMENTATION.

29 ♀
FEMALE

4 ♂
MALE

33



CERTIFIED TRAINERS

EQUIPPED TO DELIVER
WORKSHOPS AND
INSPIRE CHANGE



1,040

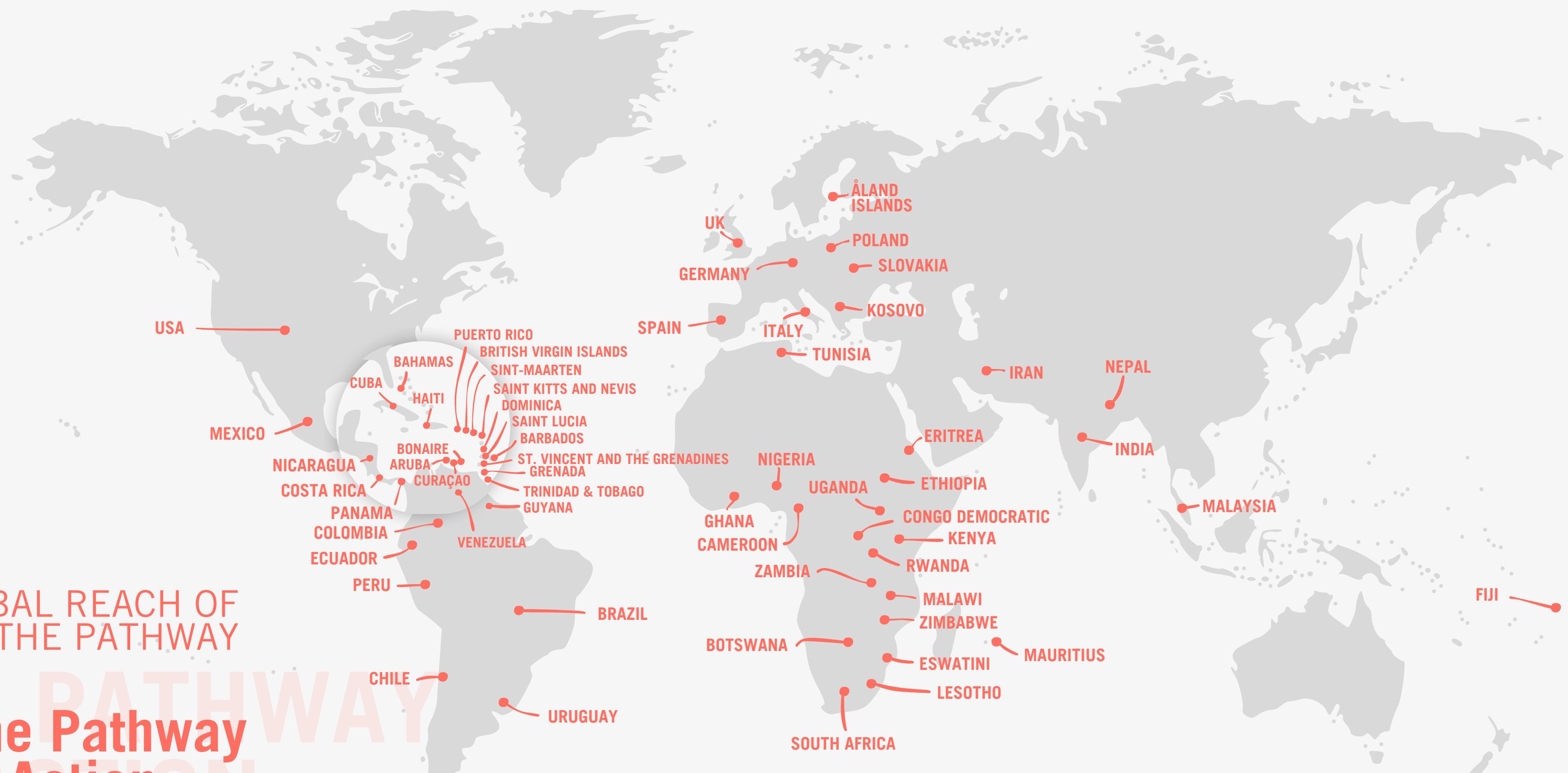
PATHWAY GRADUATES

INCLUDING COACHES,
TEAM MANAGERS,
& PRACTITIONERS

**400+
HOURS**
OF TRAINING
DELIVERED
GLOBALLY

13 IMPLEMENTING PARTNERS

INCLUDING
INTERNATIONAL SPORTS ORGANIZATIONS
AND REGIONAL BODIES



GLOBAL REACH OF THE PATHWAY

The Pathway in Action

The Girls Positive and Safe Coaching Pathway has achieved a truly global footprint, with trained participants hailing from diverse regions across the world. This map highlights the extensive reach of the program, showcasing the countries where coaches, team managers, and sport leaders have been empowered to drive change in their communities. By connecting individuals across continents, the Pathway fosters a shared commitment to creating inclusive, safe, and supportive environments for girls and women in sports.

PATHWAY PROGRESS

Pathway Progress

KEY MILESTONES AND ACHIEVEMENTS

This timeline highlights the major milestones and events in the journey of the Girls Positive and Safe Coaching Pathway. From its launch to impactful training sessions and workshops around the globe, each step represents a stride toward fostering safer, inclusive, and empowering sports environments for girls.

The initial phase of the Pathway saw the creation of its core framework, focusing on designing an inclusive and effective curriculum. The branding as well as the assessment framework, was developed to ensure consistency and a clear evaluation process for implementation.

September
Concept and program development begins

2023

Design and Development

November

Official launch during the TAFISA World Congress in Düsseldorf, Germany

Official launch during the TAFISA World Congress in Düsseldorf, Germany: The Pathway was officially introduced to the global audience during the TAFISA World Congress. The launch included presentations on its vision, goals, and expected outcomes, garnering significant interest from TAFISA members, stakeholders, and potential implementing partners.

February This marked the first major step toward delivery. A group of 26 trainers from diverse regions participated in virtual training sessions. These trainers were equipped with the knowledge and tools necessary to deliver the Pathway workshops in their local contexts, focusing on safeguarding, body confidence, and gender-sensitive coaching.

Training of Trainers (ToT) sessions held online

2024

Delivery and Implementation

March Project update host drop-in session

Hosts convened for an interactive drop-in session to share updates, successes, and challenges. They presented tailored implementation strategies reflecting their local contexts, fostering cross-learning and collaboration among participating countries.

**"Meet Our Trainers"
social media
campaign**

April-May

A social media campaign spotlighted the trainers behind the Pathway. Stories of their journeys, motivations, and aspirations were shared across platforms, building awareness and celebrating their roles in driving positive change in sports coaching.

As the Pathway's implementation phase drew to a close, the focus shifted to recognizing and celebrating the achievements of the coaches and trainers. Certification ceremonies were organized by host organizations to award participants who successfully completed the program. Trainers also received special recognition for their facilitation roles, marking the culmination of months of training and implementation

**Certification and
Recognition**

November

**Ongoing
Monitoring
and Support**

Throughout the implementation period, monitoring mechanisms were established to track progress and provide support. Trainers maintained regular communication with TAFISA and host organizations, submitting updates and feedback from their communities. Evaluation surveys helped assess the program's early impact and allowed for real-time adjustments to maximize effectiveness.

**April-
October**

Pathway implementation rolled out globally through a mix of online and in-person workshops. After completing their training, coaches were dispatched back to their respective communities to implement their learnings and create safe, inclusive environments for girls in sports. Key activities during this period included:

- Workshops conducted in Botswana, India, Fiji, Lesotho, Kenya, Brazil, Zimbabwe, Spain, Italy, Zambia, and more.
- Online workshops led by WFDF, CANOC, and ITTF Foundation expanded the reach to broader audiences.
- Culturally relevant adaptations ensured effectiveness and inclusivity across diverse regions.

**Implementation by
Trainers and
Implementing Partners**



EMPOWERING CHANGE

Empowering Change

INTRODUCING OUR TRAINERS

At the heart of the Girls Positive and Safe Coaching Pathway are the trainers who bring the program to life in their communities. Selected by implementing partners, these dedicated individuals have played a pivotal role in delivering workshops, equipping coaches with essential knowledge and skills, and fostering safe and inclusive sports environments for girls.



ELESI IKANIDRODRO
FIJI NATIONAL SPORT COMMISSION



CHARLENE LOCKINGTON
FIJI NATIONAL SPORT COMMISSION



JULIA TAPPENDORF
INTERNATIONAL TABLE TENNIS FEDERATION



MAYSSA BSAIBES
INTERNATIONAL TABLE TENNIS FEDERATION



AKASH THAPA
PRO SPORT DEVELOPMENT



PRAGATEE SETHY
PRO SPORT DEVELOPMENT



ROHAN PEREIRA
PRO SPORT DEVELOPMENT



ISHA SAXENA
PRO SPORT DEVELOPMENT



GRACE KAZUNGU
MOVING THE GOALSPOSTS KENYA



FATHIME TIBU
MOVING THE GOALSPOSTS KENYA



IRENE MUTINDI
MOVING THE GOALSPOSTS KENYA



REHEMA PATRICK
MOVING THE GOALSPOSTS KENYA



KATONGO BWALYA
NATIONAL SPORTS COUNCIL OF ZAMBIA



LISUNGU BANDA
MALAWI NATIONAL COUNCIL OF SPORTS



TAPIWA MASUNGA

WOMEN & SPORT
BOTSWANA



BAROBI NWAKO

WOMEN & SPORT
BOTSWANA



GORATA KGATHI

WOMEN & SPORT
BOTSWANA



GODIRAONE BRIDGET KABUKU

WOMEN & SPORT
BOTSWANA



SEBUSISO KEKETSU

LESOTHO SPORTS &
RECREATION COMMISSION



SHEPHARD MUKANHAIRA

SPORT AND RECREATION
COMMISSION ZIMBABWE



MARIA GARCIA

INTERNATIONAL
DART FEDERATION



ANITA PARIANI

INTERNATIONAL
DART FEDERATION



NIKI MACHIARA

INTERNATIONAL
DART FEDERATION



HANNA EINSIEDLER

INTERNATIONAL
FISTBALL FEDERATION



EMMA DALLINGER

INTERNATIONAL
FISTBALL FEDERATION



INGRIDY KIMARIO

NATIONAL SPORTS
COUNCIL OF TANZANIA



CHRISTINE LUAMBANO

NATIONAL SPORTS
COUNCIL OF TANZANIA



BENEDICTE AUDET

WORLD FLYING DISC
FEDERATION



CAMILA PAIVA

WORLD FLYING DISC
FEDERATION



JANE GAKURU

WORLD FLYING DISC
FEDERATION



KELISHA ASHTON YORKE

CARIBBEAN ASSOCIATION OF
NATIONAL OLYMPIC COMMITTEES



DANISHA BRATHWAITE

CARIBBEAN ASSOCIATION OF
NATIONAL OLYMPIC COMMITTEES



SAFIYA SYLVESTER

CARIBBEAN ASSOCIATION OF
NATIONAL OLYMPIC COMMITTEES



WASBO initiated the Girls Positive and Safe Coaching Pathway, a country-approach pilot program to foster gender equality and inclusivity in sports across Botswana. This initiative empowered coaches with essential tools to establish safe and supportive environments for girls and women from various districts in Botswana, helping to enhance

retention and growth among both participants and leaders. By actively involving a diverse range of participants, including individuals with disabilities and retired athletes, the program emphasized the principles of Sport for All. It highlighted the importance of a collective effort in achieving gender equality in sports.



PRO SPORT DEVELOPMENT

India, Asia 📍

Pro Sport Development (PSD) implemented the Girls Positive and Safe Coaching Pathway with a unique approach by translating all materials into Hindi, ensuring accessibility and cultural relevance. PSD further integrated the Pathway modules into its own capacity-building programs, reinforcing its commitment to fostering gender equity in sports.

Workshops delivered:

Bhubaneswar, Odisha: May 18 – 19, 2024
New Delhi: May 23 – 24, 2024

Challenges and Adaptations

Language and Digital Barriers: Materials were translated into Hindi, and digital modules were adapted into offline sessions to ensure accessibility.

Engagement: Interactive group discussions and role-playing activities enriched the learning experience.

PSD aims to sustain the momentum by

- Expanding the program to additional districts and states in India.
- Establishing a **community of practice** for coaches to share experiences and best practices.
- Conducting **follow-up workshops** and **mentoring sessions** to ensure ongoing skill development and sustainability.



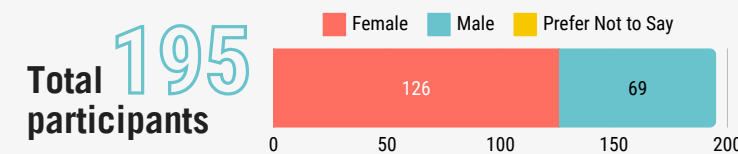
WOMEN AND SPORT BOTSWANA

📍 Botswana, Africa



Workshops delivered:

- Conducted total **28 workshops** across districts
- Hosted **3 forums** for **National and Regional Sports Associations**
- Held **2 webinars** on safeguarding in sports, raising awareness of the Pathway in Botswana
- Organized the **Athlete Summit** to address athlete challenges and promote safeguarding



1,324 individuals trained since the workshop, with 775 girls (aged 12–55) benefiting from safe coaching practices.

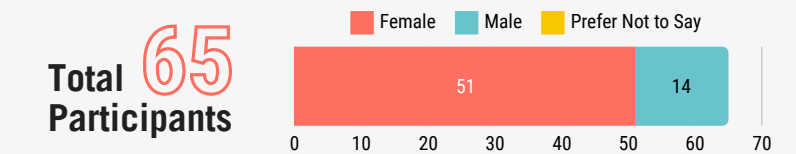
11 collaborations with media houses to amplify the pathway's impact.

41 retired athletes engaged by the coaches, continuing their advocacy for gender equity in sports.

62 participants with disabilities promoting inclusivity and diversity through active participation.

Sustainability and Future Plans

- Expanding workshops to include **parents as advocates** for safe sports environments.
- **Creating role models** using female high-profile athletes during workshops.
- Pairing **retired athletes with emerging coaches** to sustain knowledge-sharing and advocacy.
- **Advocating for policy integration** of the Pathway into National Sports Development Frameworks.



Trained 1,734 individuals since the workshop



This training taught me how to safeguard participants and create a safe, enjoyable environment. The focus on progress rather than just outcomes was particularly impactful.



Fiji National Sports Commission (FNSC) has played a pivotal role in implementing the Girls Positive and Safe Coaching Pathway, addressing gender equity in sports across Fiji. By combining in-person workshops and ongoing engagement strategies, FNSC emphasized practical coaching tools and inclusive practices tailored to Fiji's cultural context. This effort not only empowered coaches but also laid the foundation for a safer and more supportive environment for girls and women in sports.



Workshops delivered:
Suva: June 21-22, 2024
Lautoka: June 25-26, 2024

Fiji, Oceania 📍

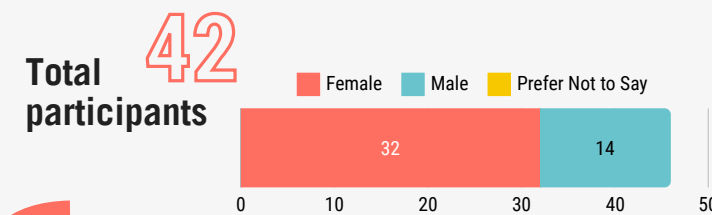
FIJI NATIONAL SPORTS COMMISSION



The training was eye-opening. It has given us the tools to create safe spaces and build confidence among young girls in sports. I now understand the importance of listening to my athletes' needs and fostering inclusivity.



FNSC is committed to ensuring the Pathway principles are integrated into its broader training framework, aiming to expand its reach to underserved communities and further empower women and girls in sports.



Challenges and Lessons learned

- **Geographic Barriers:** Challenges in reaching participants from remote islands due to logistical constraints.
- **Inclusivity Balance:** Ensuring male coaches are actively engaged as allies in creating equitable environments.

Moving the Goalposts Kenya (MTGK) has uniquely adapted the Girls Positive and Safe Coaching Pathway to the local needs of coastal Kenya. By utilizing football as a medium for empowerment, MTGK focused on reaching underserved communities, integrating culturally relevant practices, and fostering peer-to-peer learning. Their work has not only empowered coaches but also created a transformative environment for girls in sports.

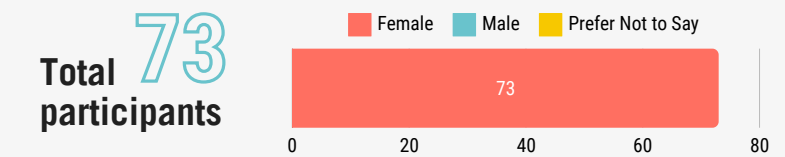


Kenya, Africa 📍

MOVING THE GOALPOSTS KENYA



Workshops delivered:
 A **two-day residential camp**, multiple divisional capacity-building sessions, and **weekly coaching sessions**.



Trained girls across five divisions:
 Bahari, Bamba, Kaloleni, Vitengeni, and Ganze.

Impact Highlight

- **Positive Coaching Shift:** Coaches incorporated well-being check-ins and motivational language, creating inclusive, supportive, and fun environments for girls.
- **Body Confidence Advocacy:** Coaches became advocates for body positivity, creating inclusive spaces that promote self-acceptance and celebrate diversity.
- **Expanded Reach:** The program extended into remote and marginalized areas like Mrima wa Ndege and Milore, reaching some of the most underserved communities.

I've realized there's more to coaching than just showing players how to dribble. Using encouraging words has transformed the way we connect with young athletes.



AFRICA UNION SPORTS COUNCIL REGION 5

Southern Africa

The Africa Union Sports Council (AUSC) Region 5 member countries are making significant progress in implementing the Girls Positive and Safe Coaching Pathway. Through the dedicated efforts of Lesotho, Zambia, and Zimbabwe, this initiative has created safer and more inclusive environments for girls in sports, while fostering a culture of gender equity. Each country tailored the program to their local context, working through national sports commissions and leveraging cross-border collaboration to strengthen its impact. The Malawi Sports Council is also progressing toward implementation, further expanding the program's reach. This collective effort highlights the transformative potential of the Pathway in empowering coaches, supporting girls and young women, and building stronger communities. By addressing local challenges, sharing best practices, and fostering regional partnerships, the program is setting the foundation for sustainable change in sports across Southern Africa.



Implementing Partner	Workshops delivered	Trained Participants	Reach
Lesotho Sport and Recreation Commission	2	26 <small>Female: 18, Male: 8, Prefer Not to Say: 0</small>	500 with 269 girls, including 82 girls specifically from schools for vulnerable schools
National Sports Council of Zambia	1	35 <small>Female: 23, Male: 12, Prefer Not to Say: 0</small>	150 girls of 20 - 40 years
Zimbabwe Sport Council	3	40 <small>Female: 24, Male: 16, Prefer Not to Say: 0</small>	4,349 with 4,017 girls of 10 - 27 years old

Highlights of Regional Collaboration

- **Cross-Border Collaboration:** Botswana trainer Gorata Kgathi enriched the Zimbabwe workshops by sharing best practices and strategies, showcasing the strength of partnerships within Region 5.
- **Legislative Inquiries:** Discussions during workshops highlighted legislative provisions on sensitive topics, such as same-sex relationships, and the progress on Zimbabwe's Sports Integrity Bill.
- **Program Synergies:** Zambia and Lesotho identified opportunities to align the Pathway with existing programs, enhancing their overall effectiveness.
- **Face-to-Face Training:** Zambia's participants appreciated the in-person workshops, which strengthened relationships, increased visibility, and fostered interactive learning.

Emerging Interest

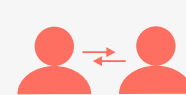
The program's success has attracted the attention of key delivery agencies and partners, leading to proposals for:



Expanding the program to mainstream primary and secondary schools



Rolling out the Pathway to additional regions to broaden its impact





Increasing face-to-face training opportunities to enhance interaction and exchange of ideas

Recommendations

Zambia recommended creating a **simple, graphical toolkit** for coaches, girls, and women who are unable to read. TAFISA and implementing hosts to **develop databases for all coaches** who are trained so as to keep a record of the reach of the program in each country.

Challenges

 Insufficient financial support and budgetary constraints for the program activities and effective monitoring and evaluation

 Network connectivity issues during online workshops and modules reduced engagement for some participants in all the countries

I learnt how to create a safe space for my team by addressing strange behaviors discreetly. Sharing my personal experience encouraged an athlete to open up, helping her feel at home and at peace with her teammates. The modules provided truly helpful insights.



CARIBBEAN ASSOCIATION OF NATIONAL OLYMPIC COMMITTEES

Caribbean 📍



The Caribbean Association of National Olympic Committees (CANOC) has made commendable progress with the implementation of the Girls Positive and Safe Coaching Pathway, highlighting the positive influence of effective coaching strategies in sports. Through engaging workshops held virtually and physically in St. Vincent and the Grenadines, Trinidad and Tobago, and Grenada, CANOC is taking significant steps toward promoting gender equality and empowering communities throughout the region. The implementation of the Girls Positive and Safe Coaching Pathway is fostering a positive environment for both coaches and youth in sports across the Caribbean.



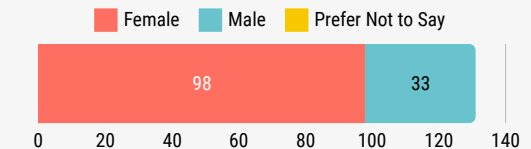
Workshops Delivered

A total of **12 workshops** were conducted, both virtually and in person, across three key locations:

- St. Vincent and the Grenadines
- Trinidad and Tobago
- Grenada



Total participants **131**



Trained **626** individuals (aged 7-25 years) since the workshop

CANOC aims to sustain the momentum by

- Scaling the program to more countries in the Caribbean.
- Building a robust network of trained coaches across the Caribbean to share best practices, foster collaboration, and maintain program impact.
- Actively recruiting and supporting more women to become coaches, enhancing representation and fostering diverse leadership in sports.
- Collaborating with schools and local organizations to bring the program to underserved areas, ensuring inclusivity and accessibility.
- Strengthening post-training engagement to maintain connections with coaches and measure long-term outcomes.

Challenges



Resource Constraints:

Limited funding and resources for follow-up activities and broader outreach, and to cover all other countries under CANOC



Post-Training Engagement:

Maintaining long-term engagement with coaches post-training posed difficulties, affecting impact assessment and sustained implementation.

Highlights



The program emphasized the critical role of **safe and positive coaching environments** in fostering equitable participation



It showcased the life-changing impact of inclusive and safe coaching practices on girls in sports, inspiring **positive role models** and supportive environments.



The implementation across **three countries** demonstrated the Pathway's adaptability to address **diverse cultural and contextual challenges**.



While most coaches trained were male, the **inclusion of female coaches** marked a vital step toward fostering diverse leadership and representation in coaching roles.



INTERNATIONAL TABLE TENNIS FEDERATION FOUNDATION

International 📍



The ITTF Foundation implemented the Pathway with a global approach, combining online workshops that reached coaches worldwide and in-person training. Their focus remains on creating a robust support system, fostering sustained engagement, and embedding the Pathway's

principles into existing initiatives. By maintaining strong communication with trained coaches through newsletters, tailored updates, and professional development opportunities, ITTF Foundation is committed to ensuring continued access to tools and resources for long-term impact.

Workshops delivered:

The ITTF Foundation organized **three cohorts:**

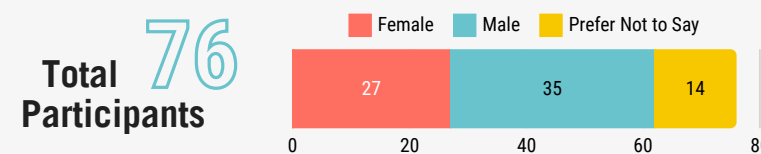
1. *World Table Tennis Day (WTTD) Promoters*, engaged through online sessions.
2. *Dream Building Fund (DBF) participants* and local stakeholders, trained in an in-person workshop in Kapadwanj, Gujarat.
3. Participants from the *ITTF Development 'My Gender. My Strength.'* and *mentorship programs*, connected through online sessions.



Challenges and Adaptation

- **Scheduling Across Time Zones:** Managing multiple time zones proved difficult; however, recorded sessions ensured accessibility for all participants.
- **Language Barriers:** Personalized follow-ups in French and on-site translations from English to Hindi and Gujarati during the India workshop ensured inclusivity. Online modules were also translated collaboratively, fostering equal learning opportunities.

ITTF Foundation aims to sustain the momentum by integrating the Pathway into existing programs and leveraging current initiatives and partnerships, aligning it with activities like WTTD Promoters, ITTF Development coaches, and DBF project partners.



Trained **1,450** individuals since the workshop

I've learnt that I don't need to give girls any special treatment compared to boys, e.g. when it comes to exercising, taking on hard challenges, giving credit and/or giving criticism, etc. And it has worked for me because now the girls have grown in belief.

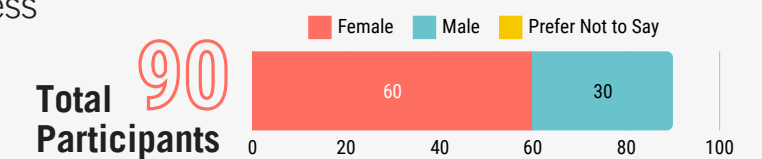


INTERNATIONAL FISTBALL ASSOCIATION



International 📍

IFA implemented the Girls Positive and Safe Coaching Pathway workshops during two significant events: the Under-18 Fistball Women's World Championship in Chile and the Fistball World Tour Finals in Mannheim, Germany. These workshops primarily engaged younger coaches, aged 16-25, aiming to address the next generation of Fistball coaches. By focusing on empowering youth, particularly young women, IFA is fostering an environment that encourages inclusivity, safety, and the active participation of women in Fistball.



Trained **630** individuals since the workshop including 315 girls and women

Workshops delivered:

Mannheim, Germany: July 20, 2024
Llanqueue, Chile: October 29, 2024



During the workshops, young women in particular remembered past, rather unpleasant situations in the club, during a training session, or a competition, and were able to find out for themselves what should have been done better in the situation.

Challenges and Adaptation

- **Recruiting Coaches:** As a smaller sport, Fistball faces challenges in attracting enough coaches who are fully committed to the game. This training program is designed to help retain and encourage more women to participate and stay involved in the sport.
- **Event Scheduling:** Scheduling the training sessions around events created challenges for coaches, as some had to leave early or arrive late, making it harder for them to fully engage.

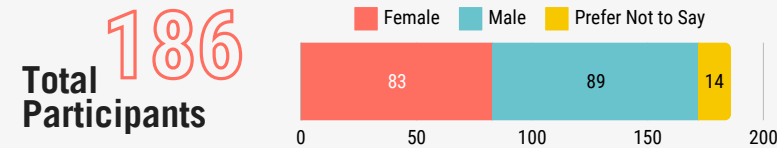




WORLD FLYING DISC FEDERATION

International

WFDF showcased creativity in implementing the Girls Positive and Safe Coaching Pathway by tailoring its delivery to align with the unique needs of the Flying Disc community. Leveraging their international presence, WFDF conducted five workshops across various formats—online, hybrid, and in-person—in locations such as Brazil, Germany, Uganda, and Mexico. This multifaceted approach ensured accessibility for participants from 19 countries, with a total of 186 coaches trained.



Trained 5,580 individuals since the workshop including 3,720 girls and women

The biggest change has been for me. I had to ask myself about how I was building a safe place for girls in sport, avoiding stereotypes and encouraging them to keep going.



Workshops delivered:

- Munich, Germany & Online:** June 20 - October 9, 2024
- Online (African Region):** July 2 - 30, 2024
- Rio de Janeiro, Brazil:** August 16 - 19, 2024
- Kampala, Uganda:** September 21 - 22, 2024
- Mexico City, Mexico & Online:** September 21, 2024

Integration and Sustainability

WFDF plans to embed the Pathway into its existing programs via the WFDF Academy learning management system. The creation of a community of practice ensures ongoing mentorship and resource-sharing among trained coaches, fostering long-term engagement. National federations were encouraged to incorporate Pathway principles into their policies, amplifying its impact within grassroots and professional sports.



INTERNATIONAL DART FEDERATION

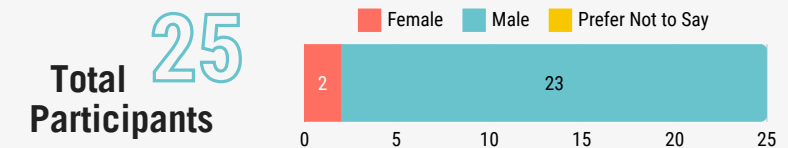


International

Workshops delivered:

- Bolzano, Italy:** May 24-26, 2024
- Benidorm, Spain:** June 8-14, 2024

The International Dart Federation (IDF) implemented the Girls Positive and Safe Coaching Pathway by integrating it into their educational strategies for darts, a sport with limited coaching structures. Workshops in Bolzano, Italy, and Benidorm, Spain, marked the beginning of a crucial shift towards fostering inclusivity and empowerment in darts. Despite challenges such as low numbers of female participants and the novelty of coaching structures in darts, IDF succeeded in igniting meaningful conversations about gender equality and safe coaching practices.



Trained 35 individuals since the workshop

“Coaches are very grateful that someone cares about these issues and tries to convey them to as many people as possible.”

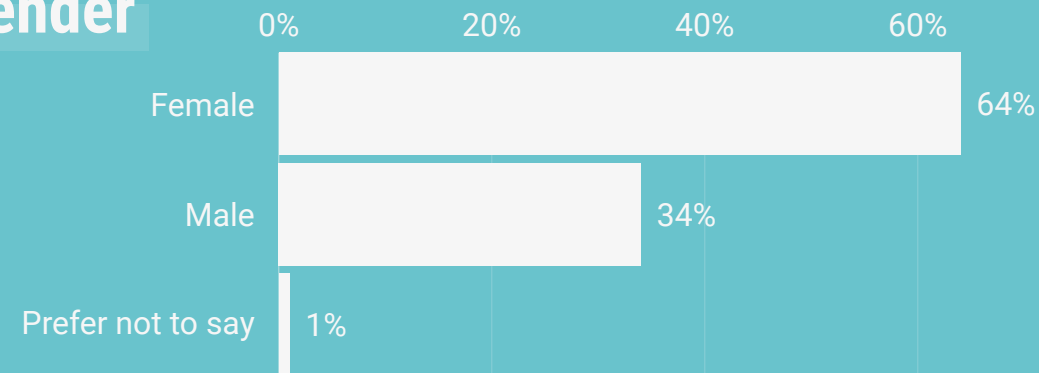
Highlights

- Innovative Approach:** The workshops served as a critical first step for a sport with limited coaching frameworks, ensuring darts begins to establish a safe and inclusive environment.
- Community Inspiration:** Turkish Federation members shared impactful practices for fostering girls' participation, showcasing how to create inclusive environments.

- IDF aims to sustain the momentum by:
- Establishing an **Educational Dart Academy** that integrates the Pathway's principles as foundational pillars.
 - Ensuring **ongoing engagement** by conducting follow-up discussions with trained coaches during tournaments.
 - Strengthening recruitment strategies** to bring more female players and coaches into the sport.

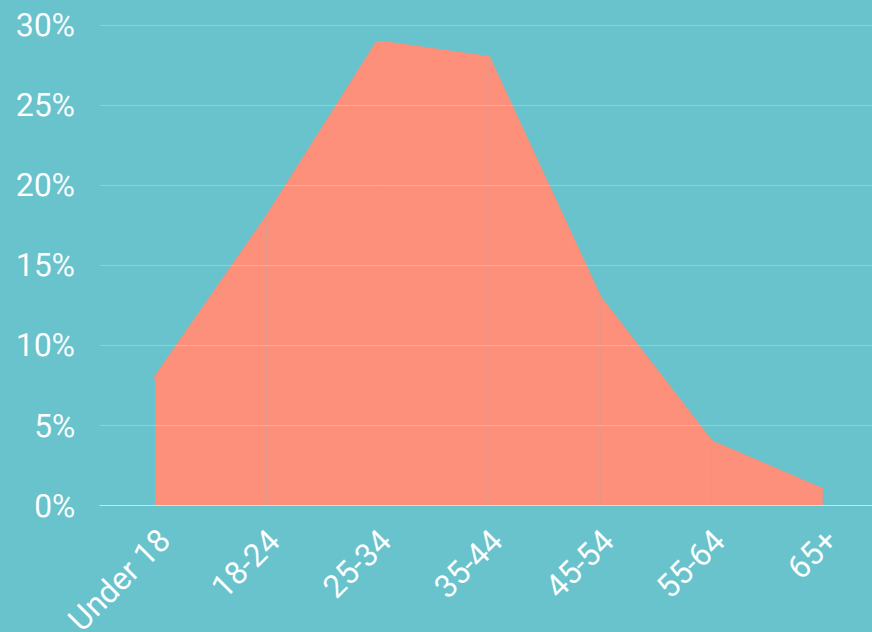
Participant Demographics: A Snapshot of Our Coaches

Gender

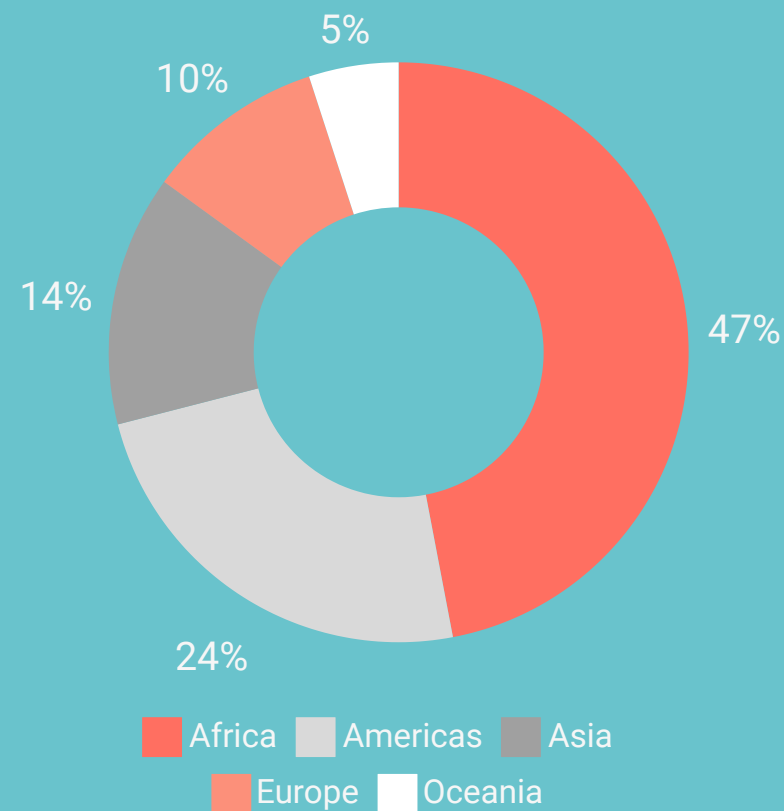


* Gender data was not collected for 50 participants and is therefore not included in this analysis. The results are based on the remaining participants for whom gender data was available.

Age Group (%)



Regional Representation



Who are our coaches?



Nearly half of the coaches (**49%**) had formal coach education, **22%** had stand-alone courses, and **35%** had no formal training

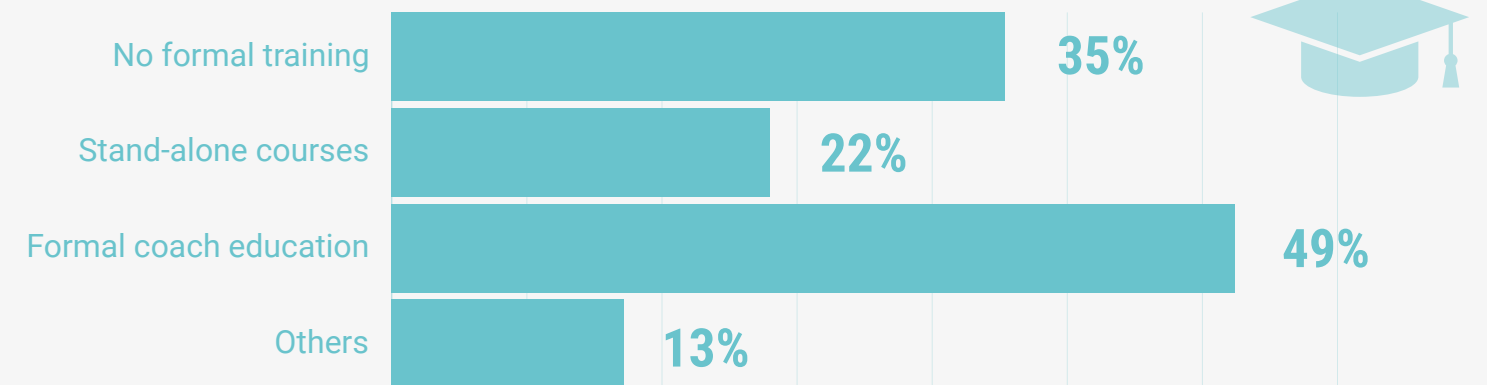


58% worked exclusively as volunteers, **20%** were paid, and **22%** combined both roles

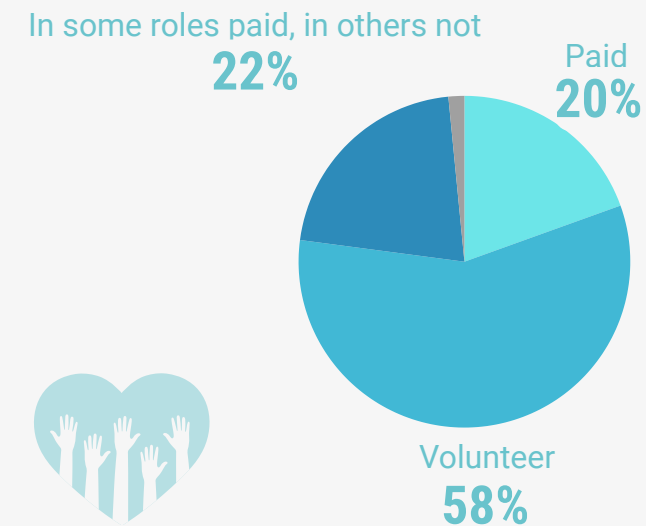


The majority (**64%**) coach at the community or grassroots level, followed by **56%** in schools, while fewer are involved in pre-elite (**28%**) or elite / professional (**17%**) settings

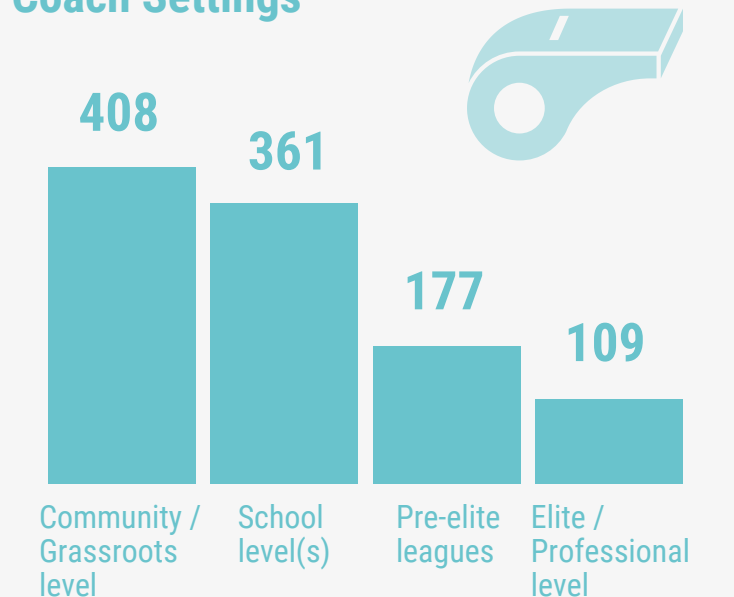
Level of Formal Training



Coach roles



Coach Settings



* This analysis is based on data collected from 640 participants, representing 61.5% of the 1,040 trained participants.

How Did Coaches Feel About the Training?

The response from coaches was overwhelmingly positive:

- 96%** found the training extremely or very useful
- 97%** reported that the training either exceeded or met their expectations
- 99%** would enthusiastically recommend the training to their peers

How useful/relevant was the training to you?

Extremely useful	52%
Very useful	42%
Somewhat useful	6%
Not so useful	0%
Not at all useful	0%

Did the training meet your expectations?

Exceeded my expectations	40%
Met my expectations	47%
Below my expectations	12%
Had no expectations	0%

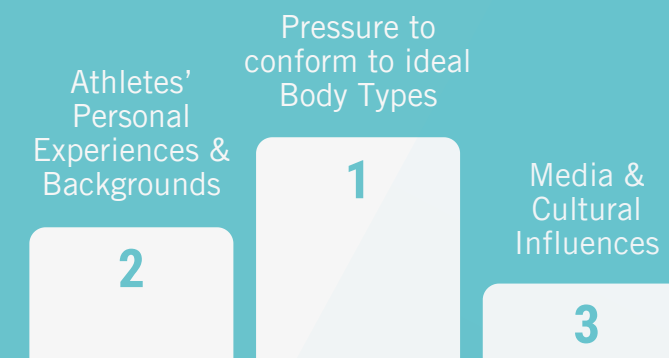
Recommendation to other coaches

Very likely	70%
Likely	29%
Neither likely nor unlikely	2%
Unlikely	0%
Very unlikely	0%

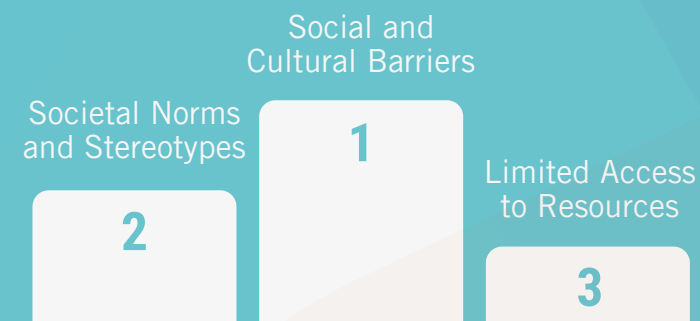
What are the biggest barriers in creating a safeguarding culture within your sport?



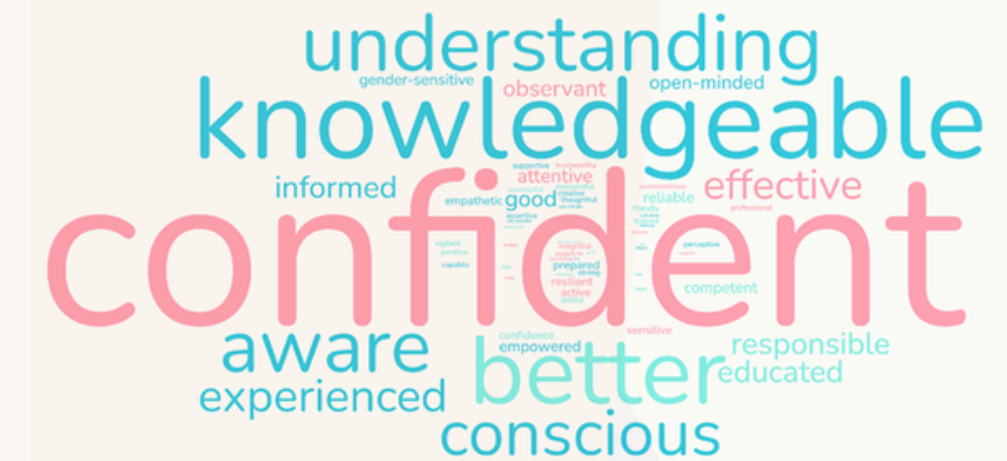
What are the biggest barriers in promoting body confidence culture within your sport?



What are the biggest barriers in recruiting, and coaching girls within your sport?



The word cloud highlights how coaches expressed the impact of the training on their coaching.



Participant Insights: Feedback and Impact

The analysis demonstrates a **consistent trend of improvement** in coaches' confidence, understanding, and skills **from pre- to post-training**, based on data collected before and after the workshop. The results show significant increases in **“Strongly Agree” responses** and notable decreases in mid-level and negative responses.

Top Areas of Improvement

These results clearly demonstrate that coaches entered the workshop with lower levels of confidence and understanding but gained practical tools and a deeper awareness of critical topics by the end of the training.

Key Knowledge and Confidence Gains

The workshop had the most significant impact in areas related to body talk and athletes' mindset:



Educated About How Body Talks Reinforce Stereotypes
→ Increased by **+17.4%**



Understand How Body Talks Negatively Impact Girls' Experiences
→ Improved by **+14.5%**



Help Athletes Shift Mindset Towards What Bodies Can Do
→ Grew by **+13.2%**



Helping Athlete Accept and Appreciate Different Abilities
→ **+13.2%**



Preparedness to Help Athletes Tune Into Their Bodies' Needs
→ **+11.8%**



Recognizing, Responding, and Reporting Harm
→ **+10.1%**

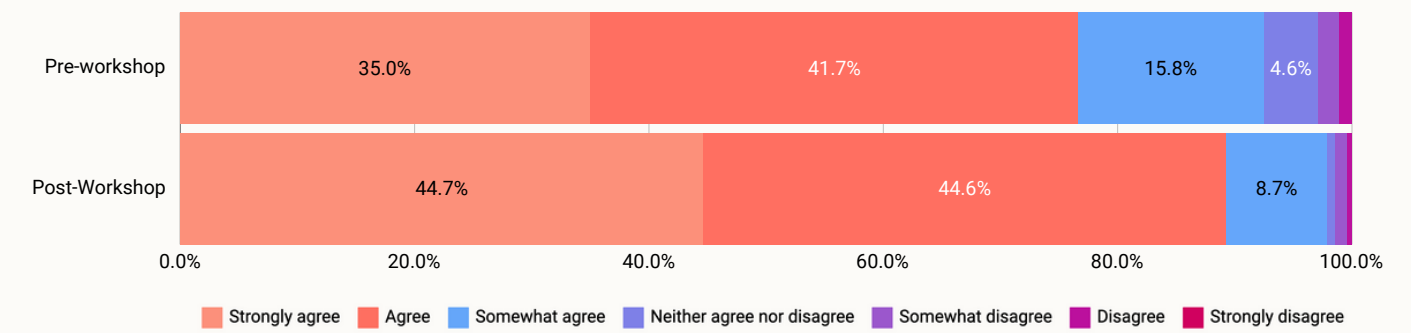
Positive Shifts in Neutral and Negative Responses

The comparative pre-to-post analysis highlights a significant reduction in mid-level and negative responses, showing increased clarity and confidence among coaches:

- Neutral Responses (“Somewhat Agree” and “Neither Agree nor Disagree”): **Dropped by 4-8% across most areas.**
- Negative Responses (“Disagree” and “Strongly Disagree”): **Completely eliminated in key areas**, including:
 - Eliminating Barriers to Participation
 - Helping Athletes Shift Mindset
 - Preparedness to Help Athletes Be In Tune With Their Bodies

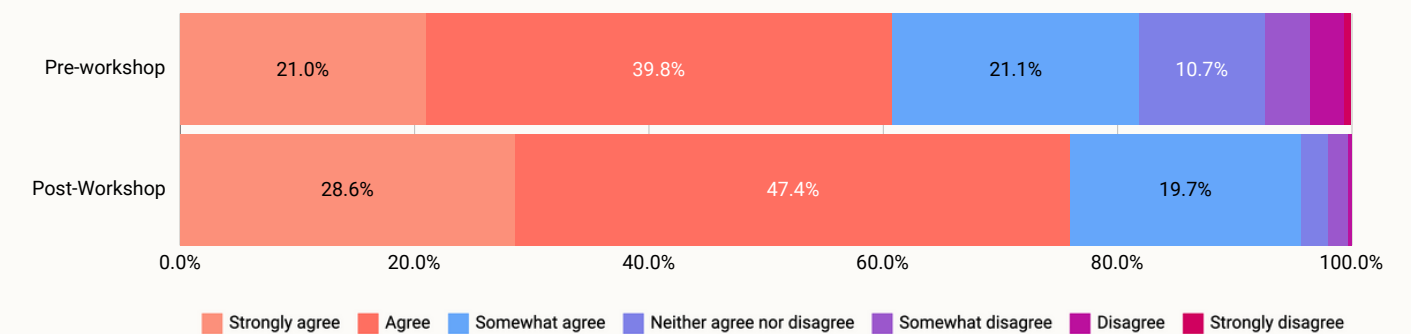
Focus Areas Aligned to Pathway Objectives

Creating a Safeguarding Culture Within My Sphere of Influence



Strongly Agree responses increased significantly by +9.7%, reflecting a notable boost in confidence among coaches regarding safeguarding practices. **Negative feedback, including Disagree and Strongly Disagree, was nearly eliminated**, underscoring the workshop's success. Fostering a safe and inclusive culture is vital to ensuring girls feel protected, supported, and welcomed in sports. The substantial improvement in coaches' confidence demonstrates their enhanced ability to create environments where girls can thrive and actively engage in sports.

Recruiting and Retaining Girls and Girl-Identifying People



Strongly Agree responses increased by +7.7%, from 21.0% to 28.7%, while Agree responses rose by +7.6%. **Neutral feedback dropped significantly by -8.5%, and negative responses were nearly eliminated.** Overcoming barriers to recruitment and retention is essential to ensuring girls' sustained participation in sports. These results underscore the workshop's success in equipping coaches with actionable strategies to reduce dropout rates and actively empower girls through sport.

PATHWAY FORWARD: EXPANDING IMPACT AND ENSURING SUSTAINABILITY

Pathway Forward: Expanding Impact and Ensuring Sustainability

Strategic Actions for 2025

To drive further change and embed long-term sustainability, the next phase will include:

- 1 Advocacy and Capacity Building:** Hosting targeted advocacy sessions to engage community leaders, policymakers, and sports organizations, reinforcing their roles as champions for gender equity in sports.
- 2 Monitoring and Evaluation:** Strengthening data collection and analysis through ongoing surveys, feedback, and collaborative evaluations with host organizations to continuously improve program delivery.
- 3 Expanding Global Footprint:** Onboarding new hosts from diverse regions, including underserved and remote areas, to extend the program's reach new countries and positively impact an additional 10,000 participants.

Building on the remarkable achievements of the Girls Positive and Safe Coaching Pathway, we are thrilled to announce our plans, supported by Nike, to further extend the program's reach and impact in 2025 and beyond. This next phase will focus on amplifying the program's safety, positivity, and empowerment principles, ensuring that even more coaches and young women and girls benefit from this transformative initiative. More emphasis will be placed on integrating inclusive coaching strategies to make sports environments accessible and welcoming for all. By expanding the program's scope and fostering networks of advocates, trainers, and alumni, we aim to create a sustainable ecosystem that champions gender equality and the empowerment of girls through Sport for All.

- 4 Partnership Development:** Collaborating with international federations, academic institutions, and regional bodies to integrate the Pathway into existing sports policies and frameworks while enhancing research and knowledge-sharing.

- 5 Localized Adaptations for Inclusion:** Tailoring program content and strategies to align with cultural and linguistic dynamics, ensuring accessibility and inclusivity for all participants.

With these strategies, we remain steadfast in our commitment to driving change and creating safer, more positive environments for girls in Sport for All, ensuring that the Pathway continues independently to deliver meaningful outcomes for communities worldwide.



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