



CREATING A SAFE CULTURE

B I T E S I Z E L E A R N I N G S E R I E S

SAFE CULTURE SELF EVALUATION

The Ann Craft Trust developed a Self-Evaluation tool which we believe is really powerful and forms a key part of our approach here at SportWorks.

It was designed to give clubs and groups the chance to reflect on their culture; a dedicated time to put mechanisms in place to help improve and create a more open, safer culture.

You'll be asked whether you strongly agree, agree, disagree, strongly disagree or whether you're not sure about a set of statements.

There are 5 statements in each part of the self evaluation: Listen, Learn, Lead. You'll be asked 15 statements in total and encouraged to add some evidence to support your answer.

How To Complete the Self Evaluation

The Self-Evaluation is in three parts; Listen, Learn, Lead.

Each part will focus on the types of thoughts, behaviours and processes in your organisation and what these might indicate about your culture.

For each question, you will be asked whether you strongly disagree, disagree, not sure, agree or strongly agree. Each of these answers has a score associated with it – 1 to 5.

Please refer to the full Evaluation document provided by the Ann Craft Trust [here](#) for further details

Self Evaluation Questions

Self Evaluation Questions

These are the following questions included in the self-evaluation. In the evaluation itself, each answer has an associated score which you can add up at the end to get advice about how your organisation can improve. You'll also be asked to provide evidence to support each of your answers.

Listen

- The organisation has an open environment where feedback from participants and volunteers is regularly sought
- The organisation has an open environment where feedback from participants and volunteers is valued and acted on
- Concerns raised at the club are welcomed
- There is someone at the organisation participants can speak to if they have a concern
- Concerns raised at the club or group are addressed appropriately

Self Evaluation Questions

Learn

- The organisation is very adaptable and open to change
- The organisation is always looking for ways to develop and improve
- The organisation uses feedback and learning to change how things are done
- The organisation encourages and provides opportunities for participants and volunteers to improve skills and knowledge in a range of areas
- The organisation welcomes suggestions as to how it could improve in the area of learning and reflection

Self Evaluation Questions

Lead

- The staff and volunteers are encouraged to be approachable
- Staff and volunteers are role models for the organisation and its participants
- Staff and volunteers empower participants to thrive at the club or group
- Staff and volunteers have the best interest of participants at the heart of what they do
- Staff and volunteers address any concerns raised appropriately



We hope this short guidance is helpful. If we can help to support your work please do get in touch!

Thank you.

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