

# Culture in Clubs & Groups: Self-Evaluation



We have provided some suggested questions for organisations to evaluate and provide evidence to help them to learn more about their culture and potential areas of improvement.

This is an essential step to give clubs and groups the chance to reflect and have the opportunity to put mechanisms in place to help improve and create a more open, safer culture.

## What Is a Safer Culture?

The Ann Craft Trust promote the following foundations for a safer culture as part of the **#SaferCultureSaferSport campaign** and we want to use this as the basis for seeking your feedback across the three areas.

### Listen

An environment where everyone is confident their concerns are welcomed, listened to and addressed appropriately.

### Learn

Where organisations encourage continuous learning and reflection at all levels in order to create and embed a safer culture.

### Lead

Organisations should lead with positive actions and values to empower everyone with the confidence to challenge and instigate change.

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# How it works

This Self-Evaluation is designed to give you the chance to reflect on the culture in your club or group. This dedicated time to reflect gives you the opportunity to put mechanisms in place to help improve and create a more open, safer culture.

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.

You will also be asked to provide some evidence to support your answer. This can take any form but is an essential part in reflecting on the practices in your organisation and how they relate to each question. You may find it easier to collect your evidence before answering the question.

**At the end of each section**, we will invite you to total up the scores from your answers. This will give you an indication of what the culture in your organisation is like right now and the opportunity to reflect on areas of improvement.

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# Listen

**1** The organisation has an open environment where feedback from participants and volunteers is **regularly sought**

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

**2** The organisation has an open environment where feedback from participants and volunteers is **valued and acted on**

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

**3** Concerns raised at the club or group are **welcomed**

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

**4** There is **someone at the organisation** participants can speak to if they have a concern

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

**5** Concerns raised at the club or group are **addressed appropriately**

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

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# Learn

1

The organisation is very **adaptable and open to change**

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

2

The organisation is always looking for ways to **develop and improve**

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

3

The organisation uses **feedback and learning to change** how things are done

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

4

The organisation encourages and provides **opportunities for participants and volunteers to improve** skills and knowledge in a range of areas

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

5

The organisation **welcomes suggestions** as to how it could improve in the area of learning and reflection

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

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# Lead

**1** The staff and volunteers are encouraged to be **approachable**

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

**2** Staff and volunteers are **role models** for the organisation and its participants

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

**3** Staff and volunteers **empower participants to thrive** at the club or group

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

**4** Staff and volunteers have the **best interest of participants** at the heart of what they do

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

**5** Staff and volunteers **address any concerns raised appropriately**

1	2	3	4	5
Strongly disagree	Disagree	Not Sure	Agree	Strongly agree

**Evidence:**

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You have completed the **#SaferCultureSaferSport** self-evaluation. Now it's time to go back and total up the scores from your answers in each section.

## 60+

A score over 60 points suggests you mostly scored 'agree' or 'strongly agree' in all sections of this self-evaluation and that your evidence supports those answers. This is a good indicator that you have been building an open and positive culture

If you have any questions answering 'not sure' or 'disagree', we encourage you to go back and reflect on what could be done to achieve a stronger answer. We'd also encourage you to review which parts of the evaluation you could improve more in: listen, learn or lead.

If not, there is always room for improvement, so ask yourself, how could you turn those 'agrees' into 'strongly agree'? We'd love to hear how you learn and reflect in your organisation, tell us on Twitter or Instagram using the hashtag **#SaferCultureSaferSport**

## 45 to 59

A score between 45 and 59 suggests that there are some areas you're unsure of or haven't currently got procedures in place or evidence available, while others you're more comfortable with.

As part of the **#SaferCultureSaferSport** campaign, we have collated resources and ideas for how organisations can build a safer culture by building knowledge through learning from others, e-learning courses, listening to their participants and leading by example. Find out more about [how your organisation can create a safer culture.](#)

## 44 and under

A score of 44 and under suggests there are multiple areas where you don't have the evidence to show you're frequently reflecting and developing an open, listening club or group where culture plays a part in leadership.

Reflecting on your answers can give you ideas of ways you could encourage this in your organisation. As part of the **#SaferCultureSaferSport** campaign, we are producing a range of blogs answering key questions about culture. [Explore the #SaferCultureSaferSport blogs to find out more](#)

# #SaferCultureSaferSport

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## What Next?

This Self-Evaluation was designed to give you the chance to reflect on the culture in your organisation. This dedicated time to reflect gives you the opportunity to put mechanisms in place to help improve and create a more open, safer culture.

Each part of the evaluation should have given you the opportunity to identify your areas of strength and areas for improvement. The resources recommended along the way should also give you some further information and inspiration for how you can continue to develop and nurture a safer culture in your organisation.

### Join the **#SaferCultureSaferSport** Campaign

This self reflection is the beginning of understanding more about your organisation and how you can continue to support your participants. Join the **#SaferCultureSaferSport** campaign and we'll keep you up to date with the latest **#SaferCultureSaferSport** resources, online seminars, podcasts and more.

[Join the campaign today](#)

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