**Organisational Culture Assessment Questions**

These questions aim to help you understand how people experience working and playing sport under your organisation.

The questions are designed to be rated on a 5-point scale where 1 is strongly disagree and 5 is strongly agree, and are grouped under seven cultural characteristics.

Throughout the questions, the word ‘staff’ is used – please note this means BOTH paid staff and unpaid volunteers who do work on behalf of your organisation.

The word ‘athlete’ is also used throughout – this means anyone taking part in the sporting activities your organisation supports and delivers.

For questions in blue, we believe it will be difficult for athletes to respond, and so we suggest these are only included in surveys for staff and leaders.

**Safeguarding, human and child rights prioritised**

1. Leaders understand and prioritise the protection of human and child rights
2. The organisation is committed to creating a safe positive environment for all
3. People at all levels consider safeguarding when making decisions
4. Athletes and staff are informed about what would constitute abuse and their right to protection
5. Staff and athletes feel that their human rights are protected in the organisation/sport
6. Safeguarding concerns are handled appropriately
7. Understanding of safeguarding is an essential capability that people in a position of leadership are assessed on
8. Leaders in the organisation openly champion safeguarding

**Accountability**

1. We have clearly defined behaviours and expectations in our organisation/sport that are widely communicated
2. Disrespectful, offensive, or demeaning behaviour is challenged and addressed effectively. There are clear consequences for unacceptable behaviour, irrespective of who the person is.
3. The organisation encourages everyone to challenge poor behaviour.
4. The organisation's disciplinary processes are clear and transparent
5. I understand my responsibilities, and what I am accountable for
6. Senior leaders hold themselves accountable for the implementation of safeguarding in the organisation
7. Everyone, including staff and athletes; takes responsibility for creating a safe environment

**Inclusive**

1. The organisation seeks out the views of staff and athletes on key decisions
2. Our leaders are role-models for inclusive behaviours
3. Diverse perspectives are welcomed in the organisation
4. Staff and athletes feel listened to by the organisation
5. People at all levels receive recognition for their work and contributions
6. The organisation is good at making sure the views of more junior people are heard
7. The organisation makes efforts to identify and listen to marginalised people
8. The organisation involves a diverse group of people in the development and review of its safeguarding systems

**Psychological safety**

1. People feel comfortable to challenge behaviours within the organisation
2. For people who don’t feel comfortable challenging individuals directly, they know there are people who they can raise concerns with confidentially
3. People feel comfortable challenging decisions or approaches they disagree with
4. People are encouraged to share their ideas and challenge the status quo where they see opportunities for improvement
5. People are open to challenge
6. The organisation gives freedom to people to act on their initiative
7. People feel comfortable speaking openly about mistakes and learning from them
8. People feel comfortable asking for help and support
9. The organisation encourages safeguarding reporting from everyone, including at risk or marginalised groups

**Learning**

1. We regularly take time to review our approach, involving and listening to all relevant people
2. We act on the insights from these reviews, making improvements to our ways of working
3. We are good at acknowledging and learning from mistakes as an organisation
4. We regularly stop to think about what assumptions our strategy and approach are making, which may no longer be correct
5. Individuals get the support needed to build their knowledge and skills to excel in their role
6. Our sport/organisation is open to learning from innovations in other sports and organisations
7. Leaders take an active role in making sure learning from safeguarding cases is acted on

**Transparency**

1. The organisation is effective at sharing important information with staff and athletes
2. People are open and transparent in talking about mistakes and learning internally
3. As an organisation we are open and transparent in acknowledging and sharing learning from mistakes externally
4. The senior team is transparent about the decisions they’ve made and why
5. Our organisation/sport welcomes people in to observe how we work
6. Information about safeguarding reporting is accessible to everyone
7. The organisation is open and transparent with non-confidential safeguarding information

**Collaboration**

1. There is effective collaboration between people in my immediate team?
2. There is a high level of trust that everyone acts with a positive intent
3. There is mutual respect across different parts of the organisation
4. People work together across teams to deliver common goals and address challenges
5. Collaboration is encouraged
6. I see effective collaboration between senior leaders in the organisation
7. We are good at collaborating with external partners
8. It is common for teams to seek input and challenge from people outside of the team