

Welcome to the Nigeria RSH webinar

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@SafeguardingRSH

Safeguarding 101 – Introduction to Safeguarding

Starting soon

Panelists:

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Chair:

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Safeguarding 101 – Introduction to Safeguarding

Oge Chukwudozie

Nigeria Resource and Support Hub



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About RSH (Safeguarding Resource & Support Hub)

- RSH aims to support organisations in the aid sector to strengthen their safeguarding policy and practice against SEAH.
- Visit <https://safeguardingsupporthub.org/> for global tools, resources, evidence, news and events and also navigate to Nigerian Hub Page
- Smaller, local organisations in developing countries are the Hub's focus. The hub is implemented across Africa, MENA and South Asia regions
- As we identify major gaps, we will look for ways to fill them, in collaboration with other partners and networks. Approaches can be through development of resources, mentorship, online training, webinars and podcasts.



This webinar will cover:

What is safeguarding?

How to assess and plan safeguarding?

What is needed for safeguarding?

What to do if there is a problem?



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1. What is safeguarding?

Current RSH working definition:

Safeguarding is an ***ethical approach*** and set of ***practical measures*** adopted by ***organisations*** to ***promote the safety and wellbeing of everyone*** involved in the delivery or receipt of humanitarian aid and development assistance, and to ***protect them as far as possible from all forms of harm***, including exploitation, abuse and harassment ***that might result from their involvement in, or contact with, the organisation***




What is safeguarding?

Or more simply:

We do not harm people who come into contact with us



Safeguarding Background



**Safeguarding
addresses the misuse
of power**

In an organisation, certain people sometimes have more power based on their gender, race, role in the organisation, disability, sexuality, nationality, employment status, or education. People with less power can be at greater risk of exploitation and abuse.

Sexual exploitation, abuse and sexual harassment (SEAH) involves people within organisations using their power in harmful ways against people who are less powerful, either in the organisation, in partner organisations or in the communities where the organisation works. Powerful people can also perpetrate physical and emotional violence. We refer to these other forms of violence as safeguarding violations.

SEAH impacts women and girls in particular, but it can also affect men and boys.



Global sector standards

- DAC Recommendation on Ending Sexual Exploitation, Abuse, and Harassment in Development Co-operation and Humanitarian Assistance
- The Interagency Standing Committee Minimum Operating Standards for Protection from Sexual Exploitation and Abuse (PSEA)
- Core Humanitarian Standard on Quality and Accountability
- Keeping Children Safe Standards
- International Labour Organization Convention on Violence and Harassment in the Workplace



2. How to assess safeguarding



Self assessment tools help organisations identify which international safeguarding standards they currently meet and which ones they do not meet.

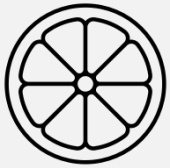


It is useful to conduct self assessments regularly to monitor and measure progress on safeguarding and to update plans.

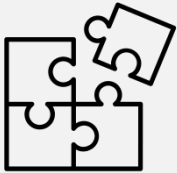
Examples of tools include [Core Humanitarian Standard Alliance tools](#) and the [Keeping Children Safe self-audit tool](#).



2. How to plan safeguarding



Organisations benefit from an **organisation-wide** safeguarding plan to continuously improve and maintain safeguarding measures.



Some organisations plan to meet international standards, others plan according to specific risks in different departments, teams, or locations.



It is important to clearly budget for safeguarding plans.



3. What is needed for Safeguarding?

- **Organisational standards:** within human resources, programmes, partnerships, Culture and Leadership
 - Robust organizational standards show donors that the organisation is actively managing safeguarding
 - Organisational standards should align with international standards set by the aid and development sector



What is needed for Safeguarding?

- a. Organisational culture and leadership
 - i. Organisations can change their culture through leadership approaches. When leaders show respect and accountability in their relationships with others, they build safer and more effective organisations
 - ii. The theme of culture and leadership, governance and accountability has at its core the need to reflect on power and privilege within organisations, and the aid and development sector at large, where power lies and how that impacts positively or negatively on the sector's ability to safeguard different groups of staff, children and communities
 - iii. Evidence shows that organisations which are more diverse and inclusive, with leadership approaches which create safe working environments and demonstrate respect and accountability, not only are able to better prevent sexual exploitation and abuse and sexual harassment but they are more effective at achieving organisational aims and objectives



What is needed for Safeguarding?

Safeguarding policies and Code of Conduct

Safeguarding policies: A safeguarding policy explains an organisation's commitments to preventing and responding to sexual exploitation, abuse, sexual harassment (SEAH), and other forms of harm.

Organisational Codes of Conduct explain the expected behaviours of staff and associates



What is needed for Safeguarding?

Communication, Learning and Development

Ensure all staff, volunteers, contractors, consultants etc are sensitized on safeguarding policy

Communication with communities

Ensure target communities and beneficiaries are sensitized and are aware of organization's safeguarding policy, what to expect and not expect from organization's representatives



What is needed for Safeguarding?

a. Integration into relevant units of the organization

- i. Human Resources (recruitment, onboarding, supervision, performance review, exit)
- ii. Safe Programming (baseline/assessment, design, implementation/ monitoring, closure)
- iii. Media and Communications (data protection, pictures with dignity and consent)
- iv. Fundraising (integrate Safeguarding in proposals)



4. What to do if there is a problem

Speak-up/whistle-blowing systems

A speak-up or whistle-blower system **helps staff to report concerns about safeguarding**, sexual exploitation, abuse, sexual harassment, and other forms of harm.



These systems need to be **accessible to everyone** and work for everyone. They should prioritise the survivor's rights, needs and wishes.

All staff and associates must be **confident that the system will support and protect them when they report a concern**. The system should offer protection from complaints that try to cause harm to staff or associates.

The most effective systems are developed together with staff, to help recognise and address any barriers to reporting that a survivor may experience because of their gender, disability, race, age or other identities.



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What to do if there is a problem

Community-based reporting mechanisms (CBRMs)



Photo by Paul Robin

Every person who the organisation works with must have a way to report safeguarding, sexual exploitation, abuse, and sexual harassment concerns.

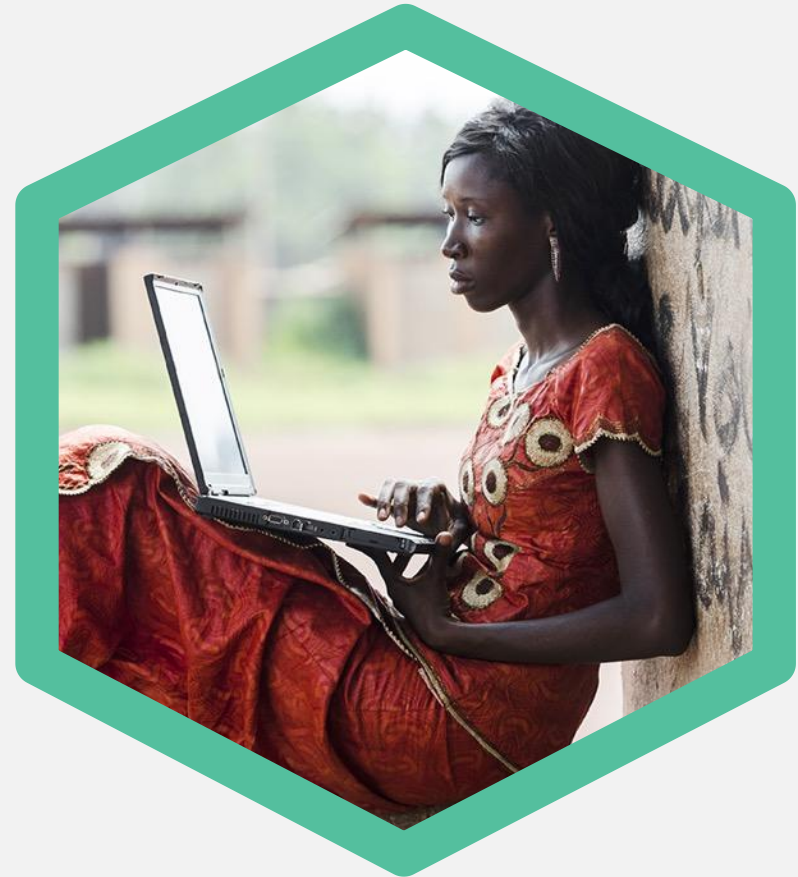
Community-based reporting systems must prioritise the survivor's rights, needs and wishes.



What to do if there is a problem

Case management

- Reports received must be handled in line with organizational procedures
- Survivor Centred Case management process must be ensured and involves referral to quality services. **The survivor's rights, needs, and wishes must be prioritised**
- **Referring a case to national authorities for criminal prosecution** when there is evidence to support allegations of sexual exploitation, abuse or sexual harassment (SEAH)
- Administrative Investigations to be conducted by trained investigators



The safety and protection of everyone involved in safeguarding cases is extremely important.



Key things to remember along the Safeguarding Journey

- Safeguarding is about keeping people safe from and addressing harm that has been caused by the organisation's staff and/or associates misusing their power.
- Sexual exploitation, abuse and harassment can happen in any organisation, anywhere.
- Organisations need to understand where power lies in their organisation and leaders need to create a culture of respect and accountability.
- Organisations need to regularly assess themselves against safeguarding standards, assess safeguarding risks, and create and monitor organisation-wide safeguarding plans.
- To address safeguarding incidents, organisations need accessible systems that all staff, associates and people in communities can access. Organisations need clear case management procedures and investigations.



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Questions and Answers



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