

# Welcome to Safeguarding 101 – Introduction to Safeguarding

From the Resource and Support Hub

We will be starting Shortly

## Housekeeping

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- Use the Q&A function to ask questions throughout the presentations. It is in the controls panel on the bottom of the screen



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# About RSH (Safeguarding Resource & Support Hub)

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- RSH aims to support organizations 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 navigate to the South Sudan Hub Page here:  
<https://southsudan.safeguardingsupporthub.org/>
- Smaller local organizations in developing countries are the Hub's focus. The hub is implemented in South Sudan, Ethiopia and Nigeria.
- 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?

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## Current RSH working definition:

Safeguarding is an *ethical approach* and set of *practical measures* adopted by *organizations* 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 organization*



# Safeguarding Background

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Safeguarding addresses  
the misuse of power

In an organization, certain people sometimes have more power based on their gender, race, role in the organization, disability, sexuality, nationality, 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 organizations using their power in harmful ways against people who are less powerful, either in the organization, in partner organizations or in the communities where the organization 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.



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# Global sector standards

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- 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) by own Personnel
- 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

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

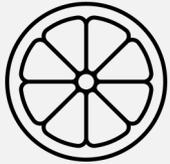


- It is useful to conduct self assessments regularly to monitor and measure progress on safeguarding and to update plans.

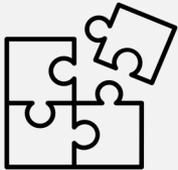
Examples of tools include [Core Humanitarian Standard Alliance tools](#) and the [Keeping Children Safe self-audit tool](#).

## 2. How to plan safeguarding

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- Organizations benefit from an organization-wide safeguarding plan to continuously improve and maintain safeguarding measures.



- Some organizations 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?

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

# 3. What is needed for Safeguarding?

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- a. Organisational culture and leadership; needed to model the expected behaviour and make sure that procedures are consistently integrated and followed.
- b. Safeguarding policies, procedures and code of conduct: policies state organizations' commitments; procedures provide details on how commitments shall be enacted; and the code of conduct outlines expected behaviours
- c. Communication, Learning and Development: staff and partners understand their obligation, people know how to report, a variety of communication methods to provide people with regular information, regular training and continuous trainings for those with specific safeguarding responsibilities



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### 3. What is needed for safeguarding?

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- d. Integration of safeguarding into relevant units of the organization;
- i. Human Resources- recruitment and the whole employment cycle
  - ii. Safe Programming; safeguarding principles should inform the whole programme cycle management and sector standards.
  - iii. Media and Communications (data protection); clear guidance on the use of social media; and safely publish with permission and consent
- e. Functional risk management; risks need to be identified and mitigated.



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## 4. What to do if there is a problem

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### 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.



# What to do if there is a problem

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## Community-based reporting mechanisms (CBRMs)



Photo by Paul Robin

Every person who the organization 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.



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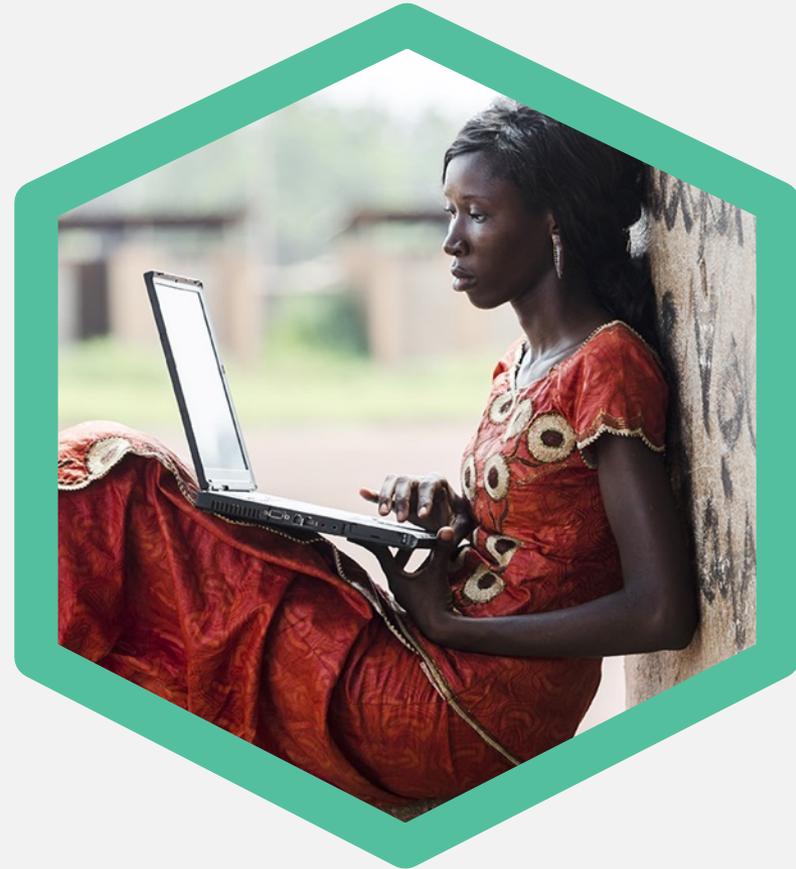
# What to do if there is a problem

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## 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 organization, anywhere.
- Organizations need to understand where power lies in their organization and leaders need to create a culture of respect and accountability.
- Organizations need to regularly assess themselves against safeguarding standards, assess safeguarding risks, and create and monitor organization-wide safeguarding plans.
- To address safeguarding incidents, organizations need accessible systems that all staff, associates and people in communities can access. Organizations need clear case management procedures and investigations.



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# Explore the Online Hub for more...

## Global

<https://safeguardingsupporthub.org/>

## South Sudan Hub

<https://southsudan.safeguardingsupporthub.org/>

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# Questions and Answers



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