Safeguarding Essentials for International Organizations registered in the U.K.  
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Hub Cymru Africa  
December 2019
Health and Safety
Groundrules

• Alarms, Exits and Special Requirements
• Emotive content and triggering
• Confidentiality
• Laptops and phones
• Any other
Workshop Purpose:

To introduce the redefined nature of safeguarding within the context of International organizations registered in the U.K.

• a review of the history of “safeguarding” in this sector
• defining key issues around abuse, exploitation and harassment
• identification of safeguarding risks
• identifying safeguarding roles, requirements and responsibilities
Review of history of “Safeguarding” in our contexts
Safeguarding: a definition- International and U.K./Wales focus

In pairs

• What does the term “safeguarding” mean for you?
• Please share a recent media issue from the international context
• Please share a recent media issue from the domestic context
• Themes/Underlying issues/Differences?
Australian Royal Commission - Vatican
“Bad things happen when good people fail to do the right thing”
#MeToo Movement
Key safeguarding events in the international humanitarian and development sector

- 2002 - joint report by Save the Children and UNHCR looked at sexual abuse & exploitation of children in the West Africa refugee crisis
- Findings:
  - UN and NGO staff were often perpetrators
  - 42 agencies and 69 individuals implicated
No one to turn to report (2008)

• “My friends and I were walking by
• the National Palace one evening
• when we encountered a couple of humanitarian men. The men called us over and showed us their penises. They offered us 100
• Haitian gourdes (US$2.80) and
• some chocolate if we would suck
• them. I said no, but some of the girls did it and got the money.”

• (15-year-old girl, Haiti)
More recent events

- Oxfam media storm in 2018 reignited sector’s focus on safeguarding. Followed by SCUK.
- DfID held high-level conference in March 2018, hosted by Bond
- Commitments made at Safeguarding Summit in October 2018 (by donors, private sector, INGOs, research bodies)

https://www.gov.uk/government/topical-events/safeguarding-summit-2018
“A UN whistleblower who alleged child sex abuse by French peacekeepers in the Central African Republic has resigned, citing the "complete impunity" of those responsible for the crimes.

Anders Kompass told officials that the UN was failing to properly investigate allegations that French troops abused children as young as eight.

A UN investigation in May 2015 cleared him of sharing confidential documents.”
• U.N. Secretary General’s Bulletin 2003
  - Prevention of Sexual Abuse and Exploitation
• Inter Agency Task Group
• Core Humanitarian Standards
• Keeping Children Safe International Child Safeguarding Standards
• Building Safer Organizations- Investigation Training (Now CHS Alliance)

International Sector Response Round 1
• Concerns re Public confidence
• Concerns re Reputation and Credibility
• Concerns re 0.7%
• 2018 International Conferences (March and October)
• Joint Statement of Commitment and 4 workstreams
• Charity Commissioners
• Scope of “Safeguarding” wider and deeper - revised context

Sector Response no 2
Aid sector’s commitment to change in safeguarding

- Survivor support and enhanced accountability
- Minimum standards
- Cultural change
- Organisational capacity and capability

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Outside UK context – donors....direction of travel similar to DFID
Defining/Exploring key issues
Safeguarding DFID 2018

Preventing and responding to harm caused by sexual exploitation, abuse, harassment or bullying upon both the people we are trying to help, and also people who are working in the sector.

Duty of care to beneficiaries, staff and volunteers, including where down-stream partners are part of delivery.

This includes children and vulnerable adults in the community who are not direct beneficiaries but may be vulnerable to abuse.
Categories of child abuse

• **Physical** – actual or potential physical harm

• **Sexual** – involvement of child in sexual activity

• **Emotional** – failure to provide supportive environment and/or actions that harm development

• **Neglect** - chronic inattention to needs

• **Exploitation** - trafficking, sex trade, child labour, drugs smuggling, child soldiers, sex for food scandal
A working definition of sexual exploitation

Sexual exploitation means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

UN Secretary General’s Bulletin
2003
Defining Sexual Abuse, Exploitation, Harassment, Bullying

**Sexual abuse** is actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;

**Sexual exploitation** is any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes; including but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

**Sexual harassment** is unwanted conduct of a sexual nature. It has the purpose or effect of violating the dignity of a worker, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

**Bullying in the workplace** is offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.'
Safeguarding Risks
Safeguarding Risks
People

• Guardian Online July 2009

“Paedophile who worked for Save the Children jailed”

• “There is concern that you were attracted to this work because it may have appeared to you that it would give you access to such children,” - sentencing Judge Gregory Stone
People: Abusers within the caring professions

- 92% of abusers were aware of sexual interest in children by the age of 21 years
- 38% had already abused a child by the age of 16 years
- By 21 years old this percentage had risen to 68%
- 58% chose their career in order to gain access to potential child victims
- 78% arranged to meet victim outside work to abuse them
- Dr Joe Sullivan Lucy Faithful Foundation/ Mentor Forensics
People:
Child
traditional/local practices

- Female Genital Cutting
- Early Marriage
- Age of consent
- Child Labour
- Physical Punishment
- Physical Punishment in Education
WE HAVE SYSTEMS FOR EVERYTHING: e.g.

- Awareness
- Planning
- Programming
- Partnering
- Monitoring
- Complaints handling
- Whistleblowing
- Quality Control
- Communications
- Recruitment and Selection
- Reporting
- Responding
- Resourcing
- Reviewing
- Learning
e.g. HR Systems: recruitment, selection, induction, training

e.g. Communications and Media control

e.g. Partners selection
Safe by design – *safe programming*:

- Potential risks of safeguarding abuse identified and addressed in design phase

Project plans also include:

- safeguarding awareness and sensitivity
- reporting
- responding

- Budget lines include capacity building, training and communications.
Roles, responsibilities and requirements
Safeguarding: Everyone’s Responsibility

- Trustee/Board
- Management
- Identified staff
- All staff

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Charity Commissioners; Strategy for safeguarding vulnerable groups in charities

• Trustees have the primary responsibility for safeguarding in their charity
Trustee responsibilities

• Trustees should proactively safeguard and promote the welfare of their charity’s beneficiaries. They should take reasonable steps to ensure that these beneficiaries or others who come into contact with their charity do not, as a result, come to harm.

• This is a key governance priority.
Responsibilities

• Any failure by trustees to manage safeguarding risks adequately would be of serious regulatory concern to
• Considered to be misconduct and/or mismanagement in the administration of the charity and it may also be a breach of trustee duty.
Responsibilities

• On occasion charities may be targeted by people who abuse their position and privileges to gain access to vulnerable people or their records for inappropriate or illegal purposes.

• Trustees must be alert to this risk and the need to manage it. Protecting children and adults from the risk of radicalisation should also be seen as part of this wider safeguarding responsibility.
Requirements
DFID:
Enhanced
Due Diligence

- Safeguarding
- Whistleblowing
- Human Resources
- Risk Management
- Code of Conduct
- Governance

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SAFEGUARDING

Policy

Training

Partners

Disciplinary

Investigation

Register

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WHISTLEBLOWING

- Zero Reprisal
- Policy
- Complaints
- Training
HUMAN RESOURCES

- Job Description and Risks
- Referencing/Vetting
- Selection and Interview
CODE OF CONDUCT
Case Studies
1. What are the Safeguarding issues here?
2. What would have helped us to prevent the situation?
3. How should we respond and what would help us?
4. Appoint a group leader prepared to share your answers and discussion in a plenary session
You have joined a small team making a series of visits to assess the suitability of partner agencies for a program in a mountainous area of Pakistan that was affected by a severe earthquake some months back. It is mid-summer.

The visit is hosted by the potential partner organisation who are providing some basic support through temporary aid centres in remote areas. They have arranged a site visit to such an area, but the pre departure briefing is cancelled at the last minute. As you are about to leave for the field you are joined by a young broadcast journalist who is allowed to accompany the trip. In the vehicle she says that she has spoken to partner agency staff who have allowed their daughters to undergo FGM but will not disclose this for fear of losing their jobs. She says this is confidential information and has not disclosed this to partner agency staff.

On arrival, you notice that there is a group of people waiting their turn at the centre in the shade of an overhanging wall. They are reluctant to speak to your party but privately they to complain to you that they have been waiting for several hours in extreme heat and there is no water available for them despite the fact that staff can be seen carrying bottled water for their own use. Another person claims that she has been pushed and verbally abused by a guard. She says he tried to touch her on the arm.

When it’s time to return to base, the journalist decides to remain at the camp and says she will make her own way back. You mention all this to the driver on the return trip, who says that the local people are never happy and forever complaining about something. He gives an example from last week when some men had attacked one of their guards over a trivial issue. You return late to your accommodation and leave the next morning for your next visit in a different region.
Case Study 2

• You are visiting a country as part of a Hub Cymru Africa delegation

• During a conversation with a staff member of a partner organisation they tell you about rumours they have picked up about an Oxfam representative.

• They say that this colleague, a senior ex-pat is well known for visiting a local brothel that has a reputation for using child prostitutes.

• Use of prostitutes is considered acceptable locally and there is no suggestion that he is visiting child prostitutes.

• The staff member has been evaluating the child labour programme.
Case Study 3

• You are running a community meeting. You are told that a member of a community support group which uses WhatsApp messaging is concerned about the material that is being shared amongst group members.

• You invite this person to meet later to discuss the issue.

• She shows you intimate images that have been shared by the manager of the group.

• She becomes very angry in regard to this man and she goes on to show you a text message from the same manager asking her for a “secret love.”
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