



# **Working in Partnership:**

## **A local approach to strengthening safeguarding systems**

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# Background

- Exposure to the concept of safeguarding came in stages:
  - Programme Officer/Advisory roles managing the HIV and Women Empowerment portfolios responsible for both technical aspects and partner capacity building and/or strengthening mandate
  - Programme Management/Safeguarding Focal Point for Trocaire Zimbabwe
- Partner capacity building and/or strengthening mandate – safeguarding programme participants
- 2018 Oxfam scandal brought the issues of safeguarding to the fore
- Trócaire's focus on institutional and capacity strengthening for the whole organization including implementing partners – recruitment of the Head of Safeguarding, policy framework reviews, training of staff
- Training of Trocaire Zimbabwe staff on safeguarding to cascade the safeguarding framework
- Roll-out of safeguarding to 6 partners under the HIV and Women Empowerment portfolios – safeguarding assessments, policy reviews, training, support and mentoring on safeguarding journeys
- Safeguarding Focal Point for Trócaire – 2019 – 2020 as part of Programme Management role responsible for 23 implementing partners
- In-country Safeguarding Focal Point for the FCDO-funded Stopping Abuse and Female Exploitation (SAFE) Programme in Zimbabwe – 2021 to the present

## Introduction

- Concept
- Safeguarding & Organisational Strengthening Processes

## Deepening Understanding on Safeguarding

- Intersectionality and safeguarding
- GBV (Gender) and Disability

## Monitoring and Evaluation of Safeguarding

- Monitoring safeguarding commitments
- Reporting

Capacities

- Contracted by Trocaire Zimbabwe in 2021 to Capacity Building Support to Trócaire Partners on Safeguarding and Associated Policies and Processes – December – January
- Partners of focus:
  - Caritas Zimbabwe Archdiocese of Bulawayo (Caritas Bulawayo),
  - Union for Development of Apostolic and Zionist Churches in Zimbabwe Africa (UDACIZA) and
  - **Connect Zimbabwe Institute for Systemic Therapy (Connect)**
- Review their safeguarding arrangements and identify priority areas for capacity strengthening.
- Develop action plans to put in place robust and sound safeguarding (and associated) policies and procedures.
- Facilitate honest discussions and generate conversations that will support senior management and leadership in the three organizations take steps towards making important positive culture changes in their organizations.
- Raise awareness on safeguarding principles, concepts, and institutional frameworks.
- Develop clear plans and guidelines of how they will cascade safeguarding to communities.

# Safeguarding Work with Trocaire

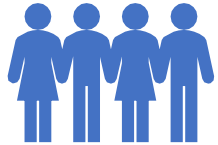
# Support from Trocaire

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- . Clear Terms of Reference on the job at hand
  - Inception meeting to discuss the ToRs, expectations and outline roles and responsibilities
  - Interim meetings – discuss progress, challenges
  - Provision of Trocaire materials: assessment templates, safeguarding template etc
  - Close-out meeting

# Capacity support Pillars

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## **Raising awareness**

Engagement with senior management and leadership

Participatory Safeguarding Assessment



## **Building skills and knowledge**

Training

Knowledge Development Tools



## **Supporting the effective implementation and use**

Technical assistance: this is a customized assistance to address identified gaps e.g., drafting safeguarding policies, setting up infrastructure

While the three pillars are implemented separately, they are mutually reinforcing – enabling a standardized implementation of programmes on capacity-building support

# Process Undertaken

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1. Introduction to Implementing Partners: Connect
2. Desk Review of Organisational Policies, Frameworks and Processes on Safeguarding
3. Conducted a Participatory Safeguarding Assessment using the Trocaire Partner Assessment Form
4. Developed a draft report with key findings and proposed recommendations
5. Meeting with Connect senior management on the gaps and recommendation leading to the development of an action plan
6. Consultant supported Connect with the implementation of key activities which included:
  1. Training of safeguarding focal point and 4 others
  2. Signposting to resources
  3. Facilitating the discussions with senior management using the Bond Leadership Tool
7. Handover the action plan to Connect – Half-day training for the Board members



# Lessons Learnt

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1. Flexibility is key to achieve sustainable safeguarding outcomes – ability to tailor the accompaniment process to emerging issues and contexts
2. Tailored capacity strengthening in line organisation's context and position on the safeguarding journey should be
3. The process eliminated inherent power dynamics between funder and implementing partner, so it was easier to have open discussions on various topics
4. Institutional framework on safeguarding lay a foundation for establishment of community safeguarding systems
5. Monitoring of Safeguarding in organisations is rather limited
6. Allocating sufficient time for embedding safeguarding in institutions is important
7. Resourcing for safeguarding is crucial
8. External support for safeguarding at intervals is good practice that should be explored further



# Challenges

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1. Timing and duration of the assignment
  - i. Process such as planning for training workshops, approvals for policy adjustments require time, reflection among partner staff require time
  - ii. Covid-19 e.g., UDACIZA staff contracted Covid-19 leading to delays in starting the assignment
  - iii. Holidays
2. Financial resources
3. Coordination-Availability of resources nexus: Trocaire, Implementing Partners and Consultant to achieve elements in the workplan
- 4.



# Reflections

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