What does Safeguarding mean to you/your organisation?

Prompt:
What words/ideas come to mind?
What groups do you think of in this context?
What sort of risks come to mind in this context?
How relevant is SG to your particular organisation?
How relevant is SG to you in your role?

understanding and awareness of individuals'

SG is driven by the board - Qtly reporting to board

If you see something say something

Do no harm to those we work with everywhere

Ensuring that people are safe, most particularly children.

use the sticky note feature on the left hand side of the screen to add your thoughts

small NGO's often cannot employ dedicated SG manager, so it can be hard to prioritise within other roles

Protecting all of us

Protection and promotion of all rights. Focus on most vulnerable.

massive reputational risk - a single safeguarding lapse can destroy an organistion if they cannot show god measures were in place.

prevention of physical, sexual & emotional mistreatment and abuse that can be committed by employees & by other people under the responsibility the org

Policies are important, but must be translated into action

Cuts across both our ways of working and the work that we do.

reputation risk

Minimising risk to ensure that all people are in a safe environment.

Adequate resources in place

Do no harm.

loss of funding if an issue

organisational culture change - creating a culture of safeguarding at all levels

Lots to learn

Important

Sg balanced between internal policy and practice, partner capacity and programme activities

serious breach of contract risk

safeguarding is shared responsibility - all staff, all levels

Safe way of operating

protecting us and our stakeholders

Creating a culture of safety and security for children and anyone who is vulnerable.

loss of trust if an issue

What does Safeguarding mean to you/your organisation?

Any fresh thoughts?

What measures are in place in your organisation to prevent this occurring?

How prepared do you think your organisation is to respond?

What is the relevance of SG training to these scenarios?

What would you (personally and collectively) need to do to be more prepared?

clear that organisation takes all allegations seriously

verbal/explicit communications re: concerns of working with children, etc. (organisations may not write this on paper, so need to be explicit)

use the sticky note feature on the left hand side of the screen to add your thoughts

plan of action to address allegations and to ensure lessons learned

clear and explicit safeguarding messaging and expectations in hiring process

informal network around reference checks often used due to sensitivity, but formality is important

code of conduct (signed)

gender considerations

background/police checks

Safeguarding Training and your organisation

1. Is safeguarding training provided during on-boarding?

6. What about your partners? Are they involved in training?

2. How often is refresher training delivered?

5. How often are your Safeguarding Policy and Code of Conduct reviewed? Are they discussed in meetings?

3. What levels of the organisation are involved (Board, SMT, Programmes/Project Staff, Admin Staff, Interns/Volunteers)?

4. Who leads on training?