



Effective Management of Safeguarding Concerns for Leaders

Webinar 2

Leadership in Safeguarding in the International Aid Sector

26 May 2022

Please be aware this webinar is being recorded.

Panel discussants

Dr Tsitsi Chawatama-Kwambana	Andrew McLoughlin	Lisa Reilly	Ann Muraya
<p><i>Consultant Paediatrician and Board Trustee</i></p>	<p><i>Project Manager SEAH Investigator Qualification Training Scheme</i></p>	<p><i>Executive Director</i></p>	<p><i>Director of Organisational Health</i></p>

Panel discussant

Dr Tsitsi Chawatama-Kwambana

Consultant Paediatrician and Board Trustee



Chelsea and Westminster Hospital
NHS Foundation Trust

Leaders & Board Members: managing safeguarding concerns

Impact of organisational accountability on culture

Tsitsi Chawatama-Kwambana

Consultant Paediatrician and Board Member

Disclaimer

 **RCPCH**

Royal College of
Paediatrics and Child Health

Leading the way in Children's Health

Sentebale



AFRUCA

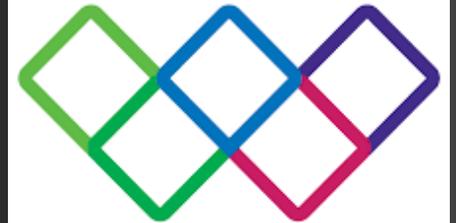
SAFEGUARDING CHILDREN

UK-MED

NHS



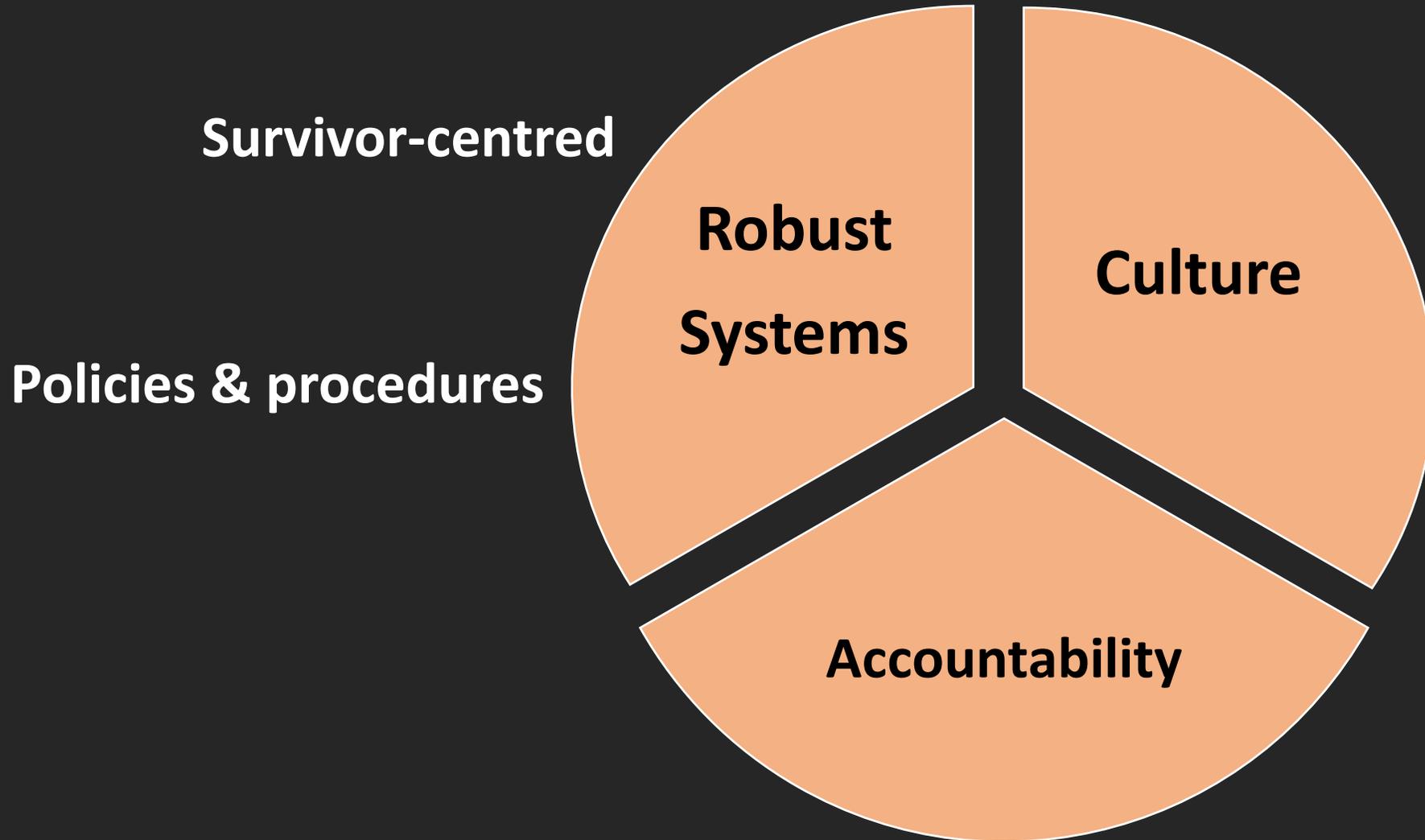
**Save the
Children**



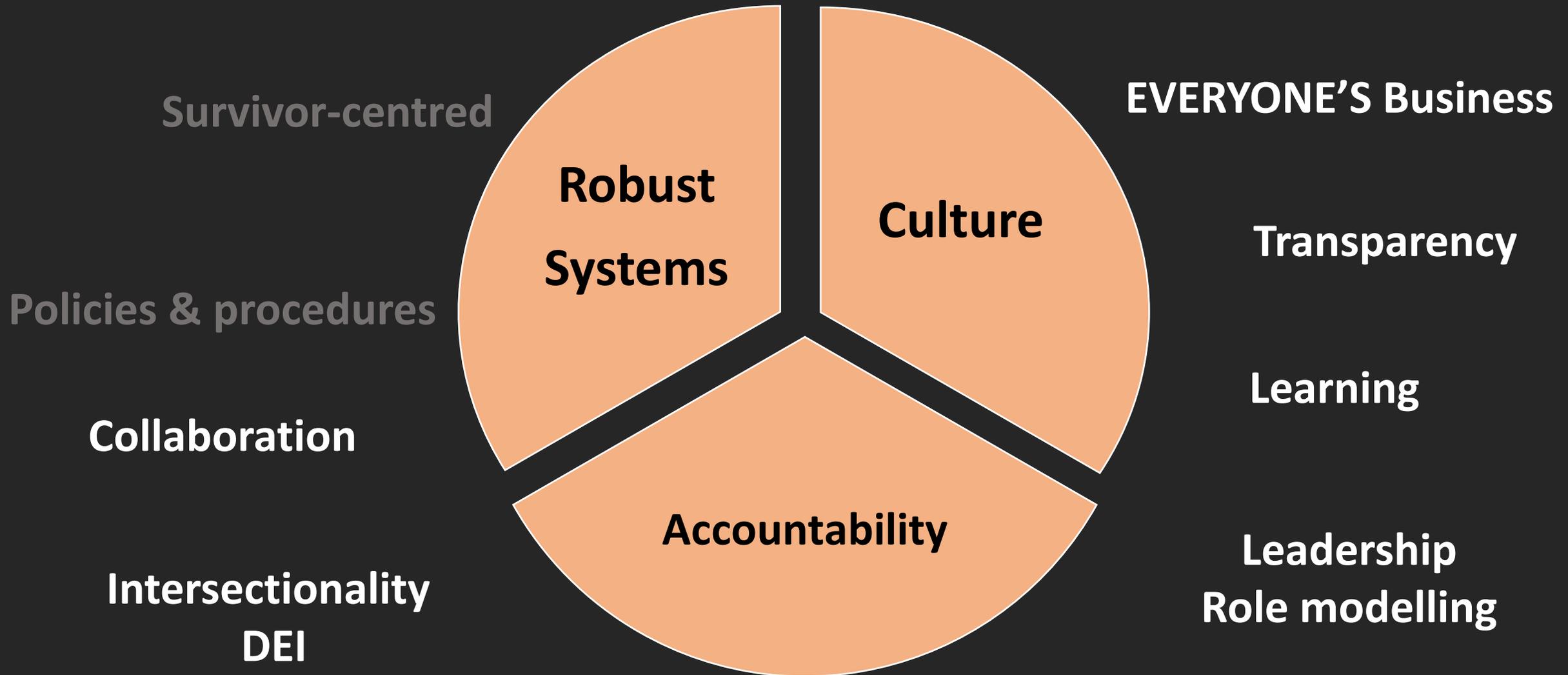
Why is it important?



Leaders & Board Members
Lessons in managing safeguarding concerns



Leaders & Board Members
Lessons in managing safeguarding concerns



Improvements in organisational accountability & impact on organisational culture

Policies and
procedures not
enough

International
National
Regulation

Public
Scrutiny & Visibility

Improvements in organisational accountability & impact on organisational culture

Visible Leadership

Leadership
respect to others

Leadership
addressing power,
privilege, DEI

Learning

Organisation
culture reports

Leadership
competencies and
charters

Thank YOU

Panel discussant

Andrew McLoughlin

*Project Manager
SEAH Investigator Qualification Training Scheme*





CHS Alliance

MAKING AID WORK BETTER FOR PEOPLE

Investigator Qualification Training Scheme
(IQTS)

May 2022

The What

What is the IQTS?

- The Investigator Qualification Training Scheme (IQTS) is a collaborative effort between CHS Alliance, Humentum and the UK government's Foreign, Commonwealth & Development Office to develop a training scheme to improve the quality of safeguarding investigations carried out by NGOs and international bodies.
- It is a four-tiered certification-based training scheme that builds professional skills in SEAH investigations and establishes a professional standard for investigators.



The Why

Why is it being done?

- To drive up standards for investigating sexual exploitation, abuse and harassment in humanitarian and development contexts.
- To provide a practical survivor-centred framework to build SEAH investigation capacity across the sector.
- To bring perpetrators of SEAH to account for their actions and support accountability to survivors



The How

How does the scheme work?



Through a four-tiered scheme supporting progressively advanced levels of professional training and the maintenance of practitioner level qualifications through continual learning and support from an investigations Community of Practice.



<p style="text-align: center;">TIER 1 Foundations of SEAH investigations</p>	<ul style="list-style-type: none"> • Free online course through Disaster Ready’s learning platform. • Two 45 minute modules • Built-in multiple choice exam • Tier 1 certificate • The purpose of Tier 1 is not to equip participants to undertake investigations, but to acquire basic knowledge of how investigations are conducted.
<p style="text-align: center;">TIER 2 Investigation Practitioner</p>	<ul style="list-style-type: none"> • Must have completed Tier 1 • Ten self-study modules delivered over 5 learning weeks. • Three facilitated webinars & chat forum • Online externally delivered multiple-choice exam. • The purpose of Tier 2 is to equip participants to undertake investigations under supervision.
<p style="text-align: center;">TIER 3 Advanced Investigation Practitioner</p>	<ul style="list-style-type: none"> • Must have completed Tier 2 and have some experience in SEAH investigations • Five day F2F course delivered by experienced facilitators with extensive investigation experience. • Course includes simulation exercises and a practical assessment to assess aptitude, behaviour, skill, and knowledge. • The purpose of Tier 3 is to equip participants to undertake investigations without supervision.
<p style="text-align: center;">TIER 4 Qualification Maintenance</p>	<ul style="list-style-type: none"> • Tier 2 and Tier 3 qualifications valid for two years • To maintain qualification, holders must attain required amount of Continuing Education Credits through investigation experience, webinars and participation in Community of Practice.

For more information, to download the new SEAH Investigation Guide, or to register your interest in the scheme, visit: www.chsalliance.org

Or contact me at: amcloughlin@chsalliance.org

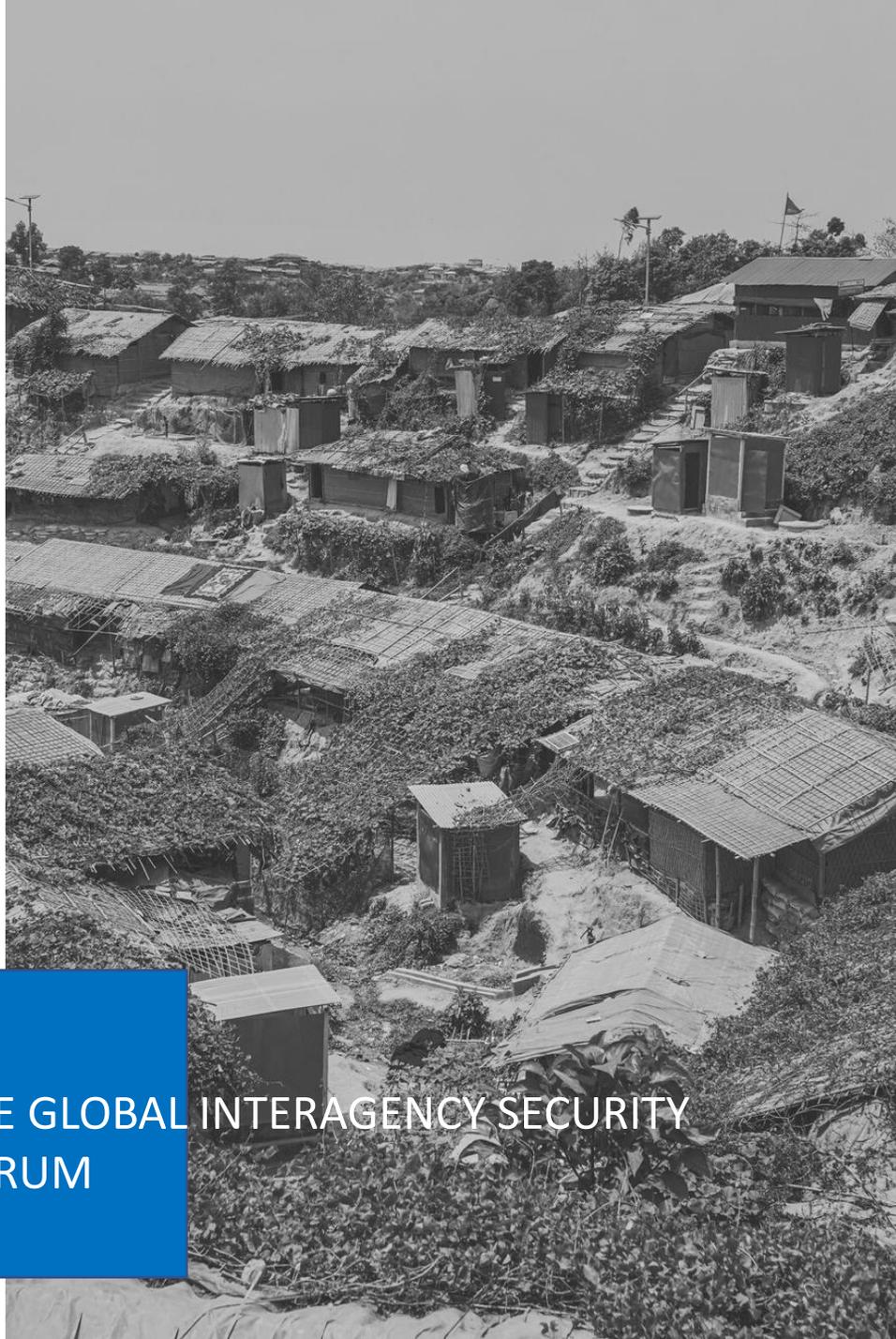


Panel discussant

Lisa Reilly

Executive Director





THE GLOBAL INTERAGENCY SECURITY
FORUM

gifs



Security & Safeguarding

Global Interagency Security Forum

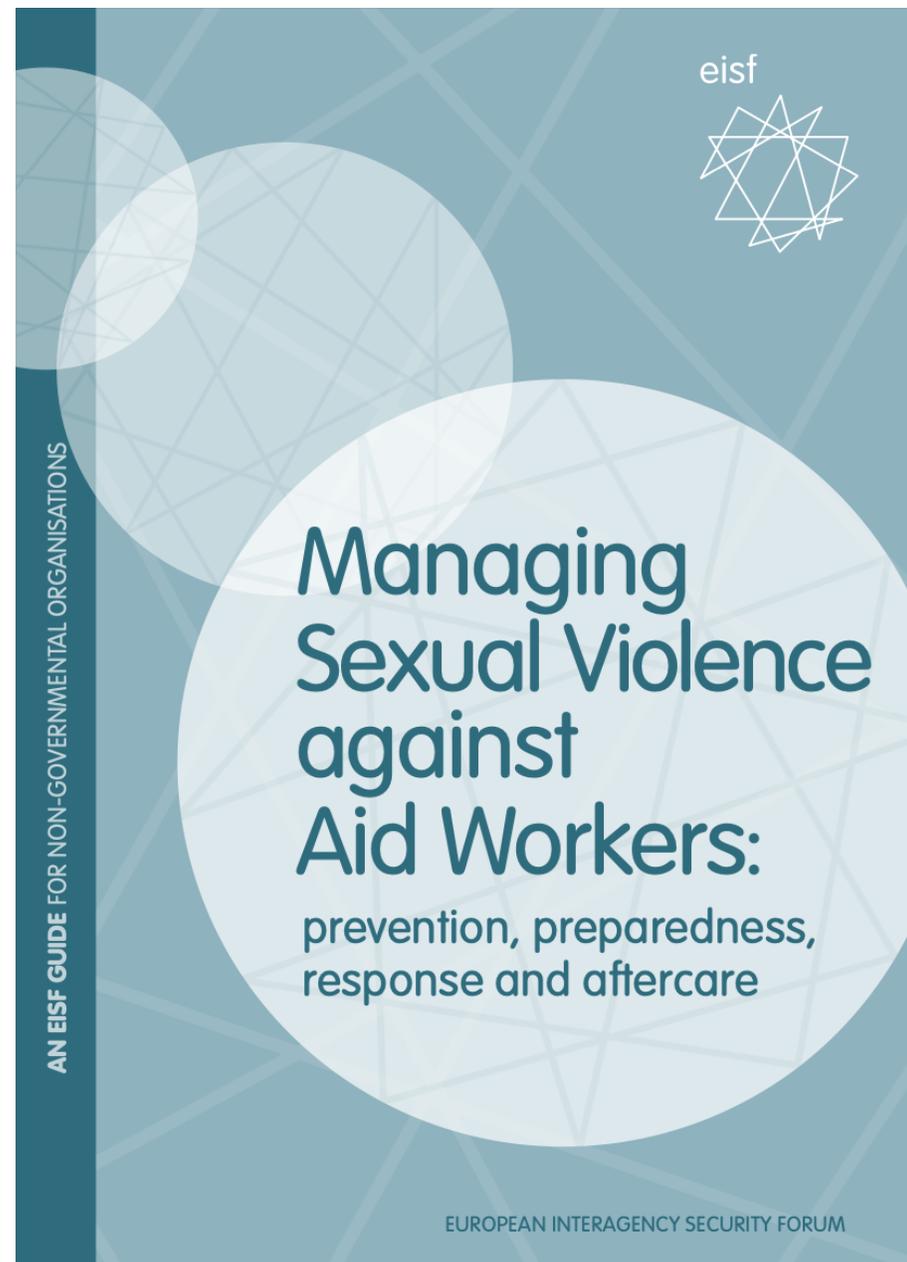
- Member led network of the global and regional security leads of humanitarian, development and human-rights based organisations.
 - Policy and strategy
 - Duty of Care
 - Mental & Physical safety and security
- In 2019 changed from European only EISF to GISF

Managing Risks

		Impact →				
		Negligible	Minor	Moderate	Significant	Severe
Likelihood ↑	Very Likely	Low Med	Medium	Med Hi	High	High
	Likely	Low	Low Med	Medium	Med Hi	High
	Possible	Low	Low Med	Medium	Med Hi	Med Hi
	Unlikely	Low	Low Med	Low Med	Medium	Med Hi
	Very Unlikely	Low	Low	Low Med	Medium	Medium



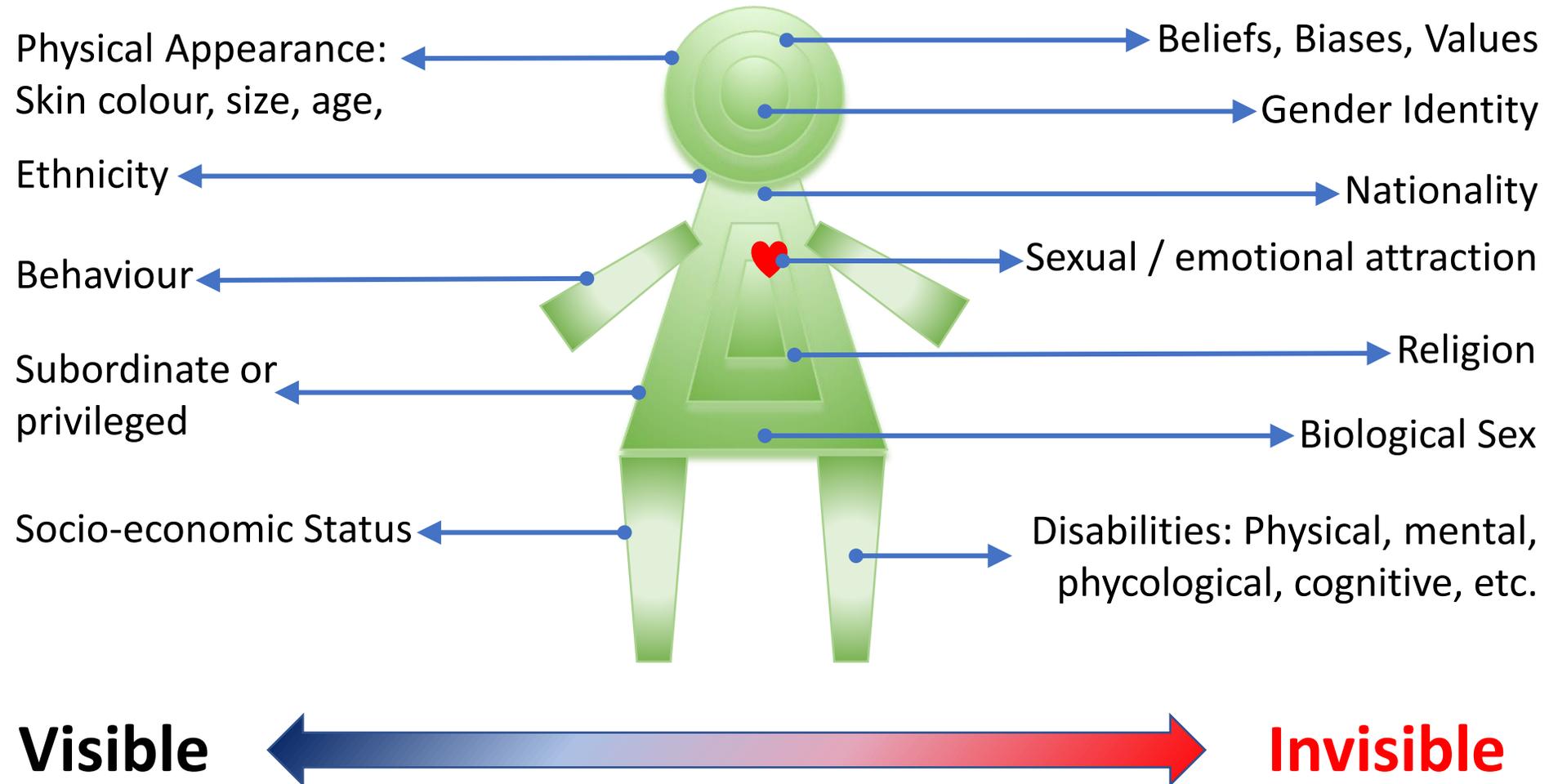
Managing Risks



Managing Risks for Staff with Diverse Profiles



Identity, Diversity and Intersectionality



Fear of Internal Threats

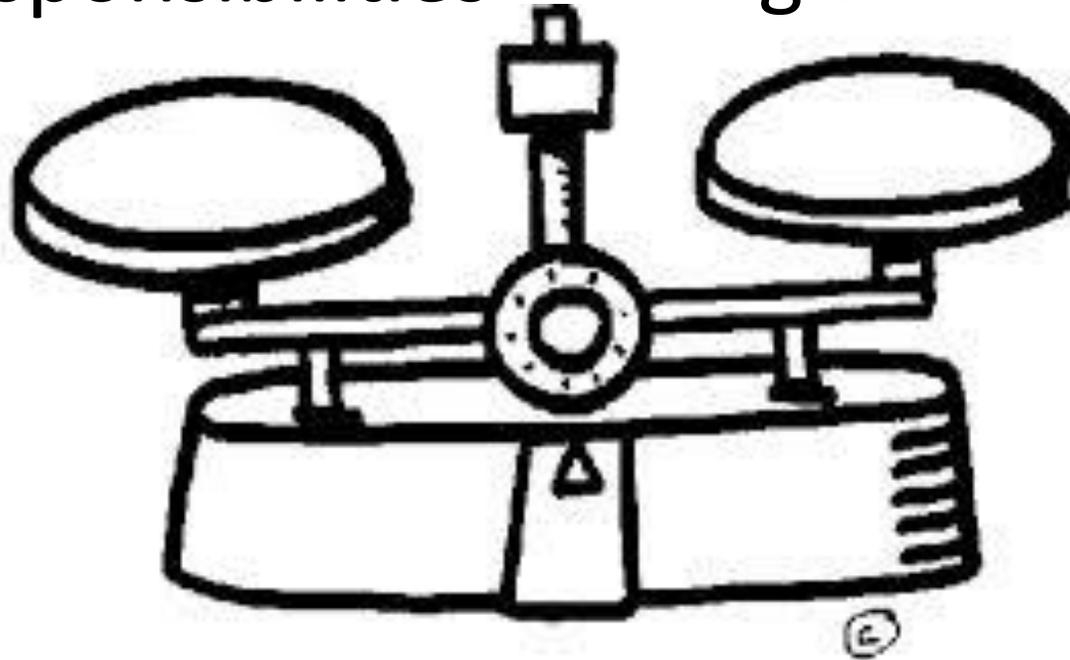
- Aid workers who identified as LGBTQI, or as a person with a disability are more concerned about internal threats than external ones.

		Impact				
		Negligible	Minor	Moderate	Significant	Severe
Likelihood	Very Likely	Low Med	Medium	Med Hi	High	High
	Likely	Low	Low Med	Medium	Med Hi	High
	Possible	Low	Low Med	Medium	Med Hi	Med Hi
	Unlikely	Low	Low Med	Low Med	Medium	Med Hi
	Very Unlikely	Low	Low	Low Med	Medium	Medium



Duty of Care Responsibilities

Anti- Discrimination Legislation

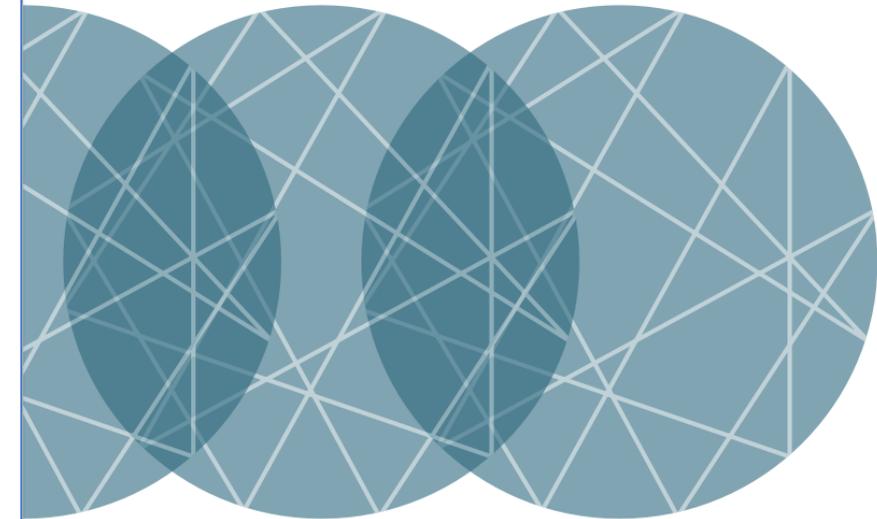


eisf



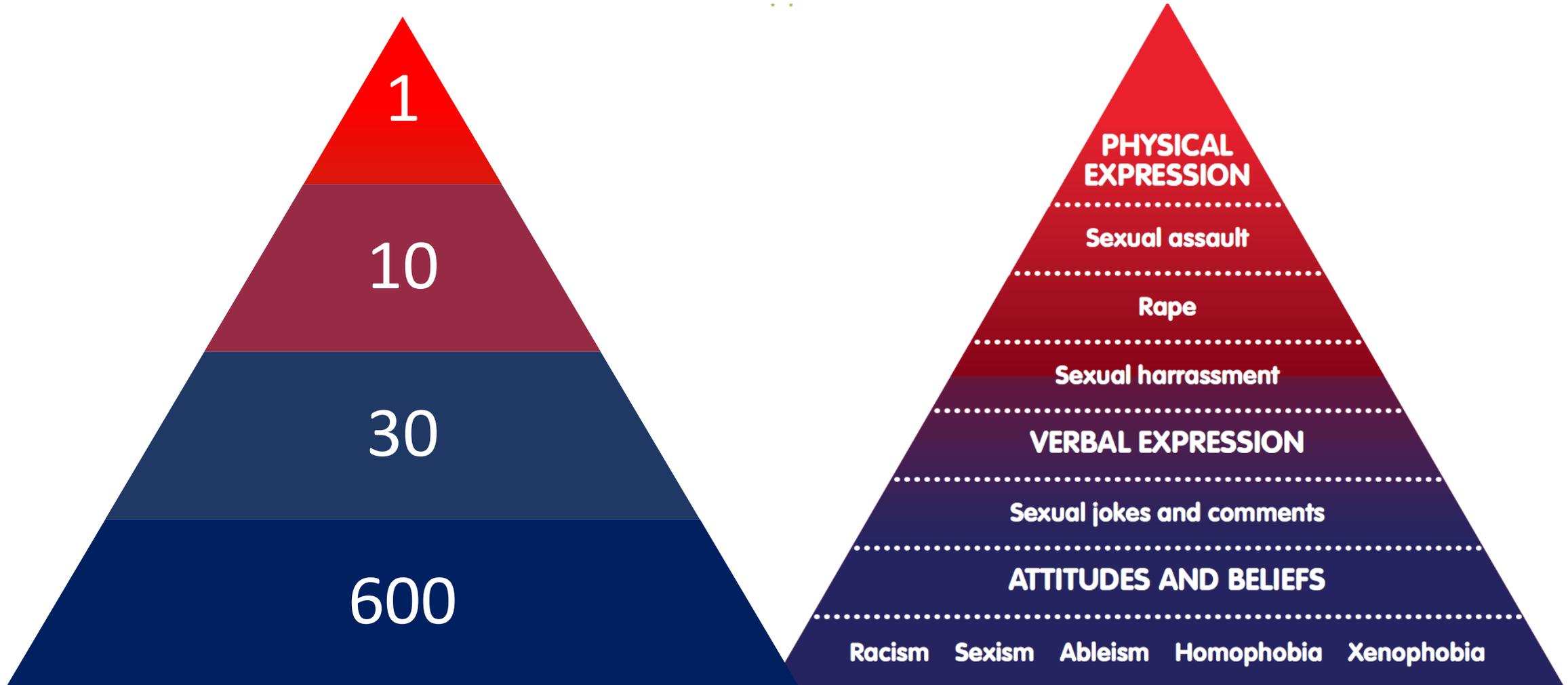
Managing the Security of Aid Workers
with Diverse Profiles

EISF Research Paper



European Interagency Security Forum (EISF)

Zero Tolerance for Harassment & Bullying



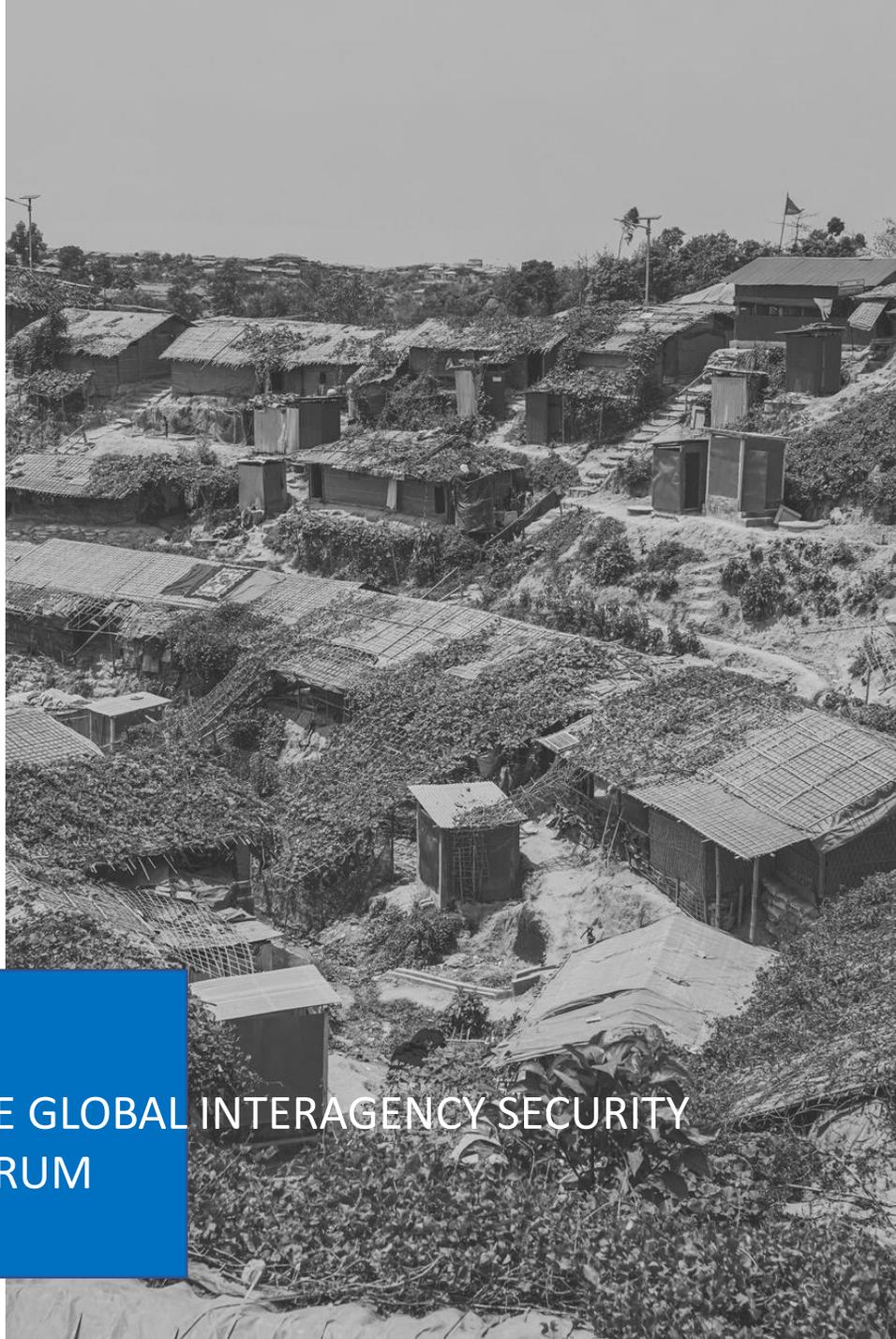
The Bystander Phenomenon



- People are less likely to intervene when others are present.
- People assume someone else who is more qualified will intervene.
- People fear embarrassment if skills are lacking or if help is rejected.
- If one person initially intervenes then others are likely to follow.

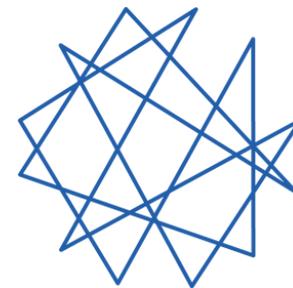
Ways to Intervene Safely

	Nonverbal	Verbal
Victim		
Offender		



THE GLOBAL INTERAGENCY SECURITY
FORUM

gifs



www.gisf.ngo

Lisa Reilly

Panel discussant

Ann Muraya

*Director of
Organisational Health*

Thrive
Worldwide

Q & A

Thank You