

HEART

HIGH-QUALITY TECHNICAL ASSISTANCE FOR RESULTS



Scoping Study of Safeguarding Training options for the UK international aid sector

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1 Background

Since February 2018, the Department for International Development (DFID) has stepped up its work with partners across the aid sector to improve safeguarding standards– to ensure all those engaged in poverty reduction take all reasonable steps to prevent harm, particularly sexual exploitation, abuse and harassment (SEAH)¹ from occurring; to protect people, especially vulnerable adults and children, from that harm; and to respond appropriately when harm or allegations of harm occur.

Given this context, there has been a high demand for training on safeguarding in the aid sector across UK iNGOs (international Non-Governmental Organisations) and beyond. Organisations report that it is sometimes difficult to navigate the numerous training courses available and to assess their relevance and quality. A number of new providers have emerged, sometimes with limited experience in safeguarding.

In the UK in particular, donors and regulators are applying strict timetables, heightened criteria as well as widened definitions for what comes under the purview of “safeguarding”.

For some iNGOs this requires the introduction of a new framework, while even those with well-developed safeguarding systems will need to adapt, strengthen and extend their approaches. All agencies are faced with the need to ensure that across all tiers of their operation they are capable of meeting new or enhanced standards.

¹ Secretary-General’s bulletin [ST/SGB/2008/5](#):

Sexual exploitation: any actual or attempted abuse of 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 abuse: Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation: Sexual harassment refers to prohibited conduct in the work context and can be committed against UN staff and related personnel. In context of the United Nations, sexual harassment primarily describes prohibited behaviour against another UN staff or related personnel, which may also include nationals of the host state. It is defined for UN staff by ST/SGB/2008/5 and similar directives for uniformed personnel and involves any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.

2 Introduction

In order to support both development and humanitarian agencies to attain the knowledge and skills needed to manage safeguarding risks effectively, DFID has commissioned a desk-based study to scope and evaluate the existing training - both face-to-face and online - available across the UK market. The study considers the coverage and content of the safeguarding training options available to the UK international aid sector, the suitability and reputation of the providers, the costs involved, whether there are any gaps, as well as the types of organisations, types of aid workers and other individuals that currently use the training.

Given the context outlined above, the focus of this study will be on safeguarding training options in the field of safeguarding against SEAH in the international aid sector, although consideration is also given to other providers where relevant, including those more domestically-focused.

The study TORs identified the emergence of new providers delivering training whose relevance and quality are untested in this field.

The scoping exercise aims to deliver the basis of an accessible, searchable product which can be externally disseminated although it is recognised that the study timescale may possibly require the commissioning of further appraisal of the training as well as its suitability to enable organisations to achieve their learning goals.

3 Methodology

The study was conducted between the 19th July and 3rd August 2018 and involved:

- Developing a basic assessment framework for the study. The framework enabled the identification of UK (domestic) safeguarding and UK focused safeguarding. The framework was then applied specifically to safeguarding training for the international aid sector alone.
- Online searches for providers of training in the field of international safeguarding, prevention of sexual abuse and exploitation and international child safeguarding. This also involved sifting through a significant amount of training, which was upon examination UK focused.
- Skype/telephone interviews with representatives of recognised training providers from the sector including Bond, Keeping Children Safe, Core Humanitarian Standards Alliance, Global Child Protection Service and Human Rights Education Alliance.
- Discussion with representatives of International Development Networks across Northern Ireland, Wales, Scotland and South West England
- Skype/telephone interviews with representatives of INGOs who have well developed in-house safeguarding training; Save the Children UK and Save the Children International.
- Skype/telephone interviews with representatives of training providers including Educare and SaferEdge
- Skype interviews with a representative of the Humanitarian Leadership Academy
- Skype interview with a representative of SWIDN South West International Development Network
- Undertaking a sample of online training provision - Safe Activities for Everyone CIC
- Interview with participant of the Kimmage² 8-week course
- Developing a table summarising and assessing the training provision drawn from a simplified version of the assessment for each provider as a possible prototype for dissemination
- Producing a first-draft report

The study does not scope faith based nor international school provision of safeguarding training. Both of which lie outside the scope of the current study, but which require a similar scrutiny.

² Kimmage Development Studies Centre in partnership with Maynooth University, Ireland.

4 Basic assessment framework

	Issue	Indicators/Criteria
	<p>As an initial step, a simple assessment framework was developed which identified the various aspects to be considered during the scoping process. These are outlined below. This framework was used as the basis of an initial assessment of all providers identified during the desk top review and then applied specifically to those providers considered to be delivering some or all aspects of safeguarding training for the international aid sector.</p>	
1	Target Audience	Generic introduction to Safeguarding - all representatives, Board/Trustee, Senior Management/Leadership, Operational Managers, UK based representatives, Deployed staff, Humanitarian Emergency staff, Designated Safeguarding Roles – e.g. Focal Points, Investigation Officers, Victim support officers, Media/Communications staff, Risk Assessment staff Internal Audit staff, Programming design staff, HR Recruitment and Selection Training Officers Volunteers Partner/Supply chain Organisations
2	Purpose of Training	Awareness, Prevention, Reporting, Responding, Management, Technical roles, Governance, HR, Specific Safeguarding risks issues e.g. SEA, Sexual Harassment Community protection/complaints
3	Scope of Training	Addresses Enhanced Due Diligence (EDD) principles/definition of Safeguarding Addresses Charity Commissioners definitions Addresses EDD criteria for partners Includes sexual harassment Includes sexual exploitation Child safeguarding Beneficiary engagement Complaints and reporting Survivor support Humanitarian and Development
4	International Standards on PSEA/ Safeguard	Do No harm Core Humanitarian Standards, Keeping Children Safe Standards, UN Secretary General’s Bulletin 13:2013
5	Methodology/Input	E learning Webinar Face to Face Supported learning programme Other learning material checklists, tools guidance
6	Meets Risks, Responsibilities, Responses criteria	Addresses issues of risks, responsibilities, responses
7	Output Take away	Certificate, Tools, Guidance

8	Outcomes	Stated learning outcomes meeting basic criteria for Awareness Prevention Reporting Responding
9	Ability to address challenging Safeguarding Issues	<ul style="list-style-type: none"> Personal perceptions Cultural /Traditional Harmful Practices Delivery Chain Partners Volunteers/Non-staff Community/Child Protection and Organisation Safeguarding Safe Programming Policy and Codes v Local law/custom Code of conduct issues – e.g. Behaviour outside work hours Risk assessment Victim support Context specific issues Absence of safeguarding infrastructure
10	Accessibility	<ul style="list-style-type: none"> Languages Ease of use
11	Accreditation/Moderation	<ul style="list-style-type: none"> CPD (continual professional development) Other
12	Track Record/Experience of Training	<ul style="list-style-type: none"> Participant feedback Length of experience
13	Experience of Delivering Safeguarding Training	<ul style="list-style-type: none"> Child safeguarding Vulnerable adults harassment exploitation community
14	Updated for legislation and guidance	Revision schedule
15	Reputation and references	Experience and feedback from previous users-
16	Approach	<ul style="list-style-type: none"> Risk Identification and Mitigation Principle/Values Compliance
17	Cost and value	Length and cost

5 Scoping and assessing current training provision: Findings – Access and Quality

Appraising the international safeguarding training market required first scoping UK domestic material available online. This revealed a significantly greater provision of domestic than international training available in the UK. Within the UK domestic safeguarding training market there are a number of well-established providers, which use face to face training, e-learning modules with locally accessible training venues and regional training hubs. There are schemes of accreditation, well-established safeguarding legislation, guidance and defined roles providing the backdrop for training providers to respond to and build upon. Both commercial and not for profit safeguarding training provision are varied and plentiful, with recognised centres of excellence such as NSPCC and Educare. In addition, much of the existing provision, including that of large NGOs, is focused on child safeguarding only.

This was not the case for the findings for safeguarding training within the international development context. Outside of a small group of larger INGOs which have developed a range of in-house training, there is minimal investment in safeguarding training, and an inability to prioritise safeguarding by key actors within the sector – such as agencies, donors and regulators.

There is a lack of clarity among some agencies over how to budget for safeguarding training resources. Some agencies are unclear, for example, over whether these costs are legitimate costs to be included in programmatic funding bids or whether they need to be budgeted for as part of core running costs.

The study identified a limited number of providers with low levels of spare capacity and minimal commercial investment.

Certified/assessed training packages and resources are currently not available except in instances where bespoke individually designed packages have been designed, typically for better resourced agencies.

That provision which is available includes some of the individual components of safeguarding and relies heavily on child safeguarding training, PSEA training, Core Humanitarian Standards training, and individual separate elements of the safeguarding agenda. The training is weighted towards introductory or awareness raising content, with the in-depth input required for dedicated roles and responsibilities largely absent outside of the in-house training of the major UK based development INGOs.

Training in specific technical areas such as online safety and recruitment/selection inputs is UK focused rather than international, but can nonetheless be applicable in an international context.

The study identified gaps in training provisions if compared to the enhanced due diligence standards DFID has set for all organisations it works with, notably over sexual harassment within the international safeguarding context, partner compliance and handling, and managing responses. This is perhaps not surprising given that the detail of those standards was only available shortly before the study was conducted.

There is limited access to training provision in languages other than English, with only a small number of providers able to offer training in other languages.

There is also little training available for trustees on safeguarding and governance, or training aimed at developing a positive safeguarding culture within organisations.

A number of interviewees highlighted the fact that the nature and context of the sector's work requires the opportunity to explore issues such as attitudes and individual perceptions of abuse, cultural and traditional influences, and the complex issue of safeguarding across the delivery chain

and partner organisation. They also raised the need for role specific training - such provision is not widely accessible at present.

Engagement with trainers and other students from different backgrounds was seen as a vital part of the safeguarding learning experience by some and was only available in a very limited number of providers.

Online provision of safeguarding training is also limited. Webinar based input and seminars were regarded as a useful addition to the suite of delivery mechanisms and a stronger learning experience, as were learning circles and discussion forums. These types of provisions were found to be limited and infrequent.

Some “humanitarian providers” of training such as Core Humanitarian Standards Alliance are seeking to demonstrate that their resource is equally applicable/relevant to the development context. However, there remains a perception that such safeguarding training is not universally relevant. This is potentially restrictive given the potential to use the humanitarian standards to strengthen safeguarding practice across the whole of the sector.

Some new entrants to the market are taking the approach of adapting existing programmes based on risk assessment and fraud prevention to safeguarding and the prevention of sexual exploitation. There is a risk with this approach that the human complexities and psychological aspects involved in safeguarding will not be sufficiently addressed in training.

The study identified the following underlying approaches to the training, namely:

- Compliance based approaches
- Principle/Value based on human and children’s rights approaches
- Risk assessment and mitigation-based approaches

Those identified by the scoping study who are able to provide training which meets the requirements of the full scope of international safeguarding training as outlined within the assesment framework include:	
Bond	Provision currently consists of one set of introductory compliance-based face to face training in the Autumn. Bond have only recently started to provide safeguarding training but have hired experienced trainers who run up to date training.
Global Child Protection Services	Over 10 years’ experience in the provision of bespoke training through face to face training delivered by their experienced consultants across the range of safeguarding subject matter.
Keeping Children Safe	Extensive experience of delivering training packages based on international child safeguarding standards and approaches; have increasingly delivered broader safeguarding training through additional bespoke services.
Individual Training Consultants (some under the CHS Alliance Approved Trainer Scheme)	Provide bespoke training packages across the range of safeguarding content

Those identified by the scoping study who are able to provide aspects or partial content of safeguarding on sexual exploitation and abuse, sexual harassment and child safeguarding training, include:

Sector Network/Alliance organisations	
Bond	see above
Core Humanitarian Standards Alliance	Provide training based on Core Humanitarian Standards which include: <ul style="list-style-type: none"> • 3 levels of training on the investigation/management of investigations of SEA allegations, • Core Humanitarian Standards, • Complaints Mechanisms
Dedicated Safeguarding Organisations and Organisations established to support International development and training	
Keeping Children Safe	see above
Global Child Protection Services	see above
Humentum	Promoting A Culture of Respect - Sexual Harassment Prevention Training for managers
Child Safe Horizon	Child Safeguarding Training, based on 4 modules delivered online/distance over 4 weeks with assignments, online classroom, weekly events and discussion
Kimmage Development Centre	Child Safeguarding and protection in development practice: understanding and implementing Child Safeguarding and Protection in Development Practice in non-emergency settings. Eight-week distance education course comprises of two modules of 2 units each of study.
Child Hope	Child Rights and Safeguarding seminars, child safeguarding training and consultancy
Humanitarian Leadership Academy	Humanitarian learning academy – Kaya on line training safeguarding related topics on SGBV, SEA, accountability, protection
Human Rights Education Association	Child Safeguarding e-learning course building on human and child rights approaches: on line working groups, assignments webinars and assignments and peer to peer learning. No future provision of training planned at present.
International Medical Corps	Well established on- line Prevention of Sexual Exploitation and Abuse training
Safer Edge	Safeguarding training and investigations training is part of a range of safeguarding services provided by a relatively recently established service with a risk identification and management perspective
Virtual College	Online training in safeguarding related issues e.g. safer recruitment and cultural awareness of issues such as FGM and trafficking.
Safer Activities for Everyone CIC	Online basic and limited introduction to international child safeguarding

In response to questions regarding examples of good practice, a number of interviewees referred to the developments in the Australian Aid sector where Australian Aid and the Australian Council For International Development have in collaboration developed a suite of resources including three modules of child protection training e-based learning, webinars and workshops based on a common code of conduct and child protection approaches.

The study further identified one opportunity for academic study within the UK in international safeguarding which although lying outside the strict scope of training provision, offers the opportunity of a masters level qualification in the subject. The University of Lancashire, (Preston PR1 2HE) provides a Masters Degree in “Safeguarding in an International development Context”, which is a 2-5 years course delivered by distance learning and which offers the opportunity for specialisation in safeguarding related issues.

6 Limitations

The study has provided a basic assessment of the scope of the safeguarding training provision currently available. It has not been possible, with one exception, to hold interviews with course participants. However, the assessment framework should be of assistance in guiding agencies towards existing different providers.

7 Recommendations

Safeguarding training is a vital component of the movement to create safer international development organisations. This current phase is a real opportunity to make a breakthrough.

The various issues and gaps identified within the report require a response that is strategic, resourced and coordinated and which is joined up to the other developments within the sector.

There is therefore a clear need for leadership at the highest levels within organisations across the sector on safeguarding training that equips charities to meet their safeguarding responsibilities, to build public trust and to meet their wider charity law obligations that the Charity Commission³ has clearly set out.

The experiences highlighted within the Australian International Development sector where ACFID (Australian Council For International Development) have developed a range of effective learning opportunities and materials in support of a common Code of Conduct for members. This could provide useful learning for future developments in this area.

A further scoping exercise of a similar nature could be undertaken of the safeguarding training provision within the faith based and international school sectors, both of whom carry high safeguarding risks as a result of their range of operation and access to vulnerable individuals overseas.

³ The regulatory role of the Charity Commission is to ensure that trustees comply with their legal duties and responsibilities in managing their charity. In the context of safeguarding issues, the Charity Commission hold trustees to account for achieving their charity's purposes in line with safeguarding / protecting people from harm principles and law.

Annex A Breakdown of providers

Name of provider	Bond
Contact details	<p>Society Buildings 8 All Saints Street London N19RL www.bond.org.uk Main switchboard number: +44 (0)20 7837 8344</p> <p>Training queries: learning@bond.org.uk or TEL.: +44 (0)207 520 0248</p>
Methodology	Face to Face training
Name of course	<p>Safeguarding Essentials: 1-day Face to Face Training Regular dates offered - London</p> <p>Developing Good Safeguarding Practice: 1-day Face to Face workshop Regular dates offered - London</p> <p>Promoting a culture of respect: Prevention of sexual harassment 2 day Face to Face training in partnership with Humentum.</p>
Accreditation	No
Description of Course	<p>Safeguarding Essentials Provides the essential information and introduction to best practice that will enable organisations to be equipped to implement safeguarding and prevent sexual exploitation and abuse. Introduces recommended policies, appropriate reporting procedures, and considerations for statutory and donor requirements.</p> <p>Developing Good Safeguarding Practice A practical workshop to support organisations create an effective set of policies and procedures to help organisations achieve their safeguarding objective. Under the guidance of an expert facilitator, participants will develop a safeguarding objective aligned to organisations' specific context and start to put together the policies and procedures that will strengthen the organisation's response to safeguarding challenges</p> <p>Promoting a culture of respect: Prevention of sexual harassment in partnership with Humentum. This course provides participants with the skills and resources to promote a culture of respect within their organisation and develop and deliver customised sexual harassment prevention training programmes.</p>
Target Audience	<p>Safeguarding Essentials Those with responsibility for developing and implementing safeguarding policies and procedures within their organisation. This course is particularly suitable for those from small and medium NGOs who are new to this area of work or who want to find out more</p> <p>Developing Good Safeguarding Practice Those with responsibility for developing and implementing safeguarding policies and procedures within their organisation. This course is particularly suitable for those from small and medium NGOs, who have had some exposure to safeguarding and want to improve their understanding and organisational practice.</p>

	<p>Promoting a culture of respect: Prevention of sexual harassment in partnership with Humentum. HR practitioners or those tasked with implementing sexual harassment prevention programmes and training globally, at head office and/or country offices.</p>
Purpose	<p>Safeguarding Essentials Awareness raising Enable agencies new to safeguarding to begin the process of planning and introducing up to date safeguarding measures Enable agencies with safeguarding experience to meet new regulator and donor criteria and expectations BOND recommend taking this course together with <u>Developing good safeguarding practice</u> for a thorough grounding in safeguarding for NGOs. Developing Good Safeguarding Practice Policy and procedure development Enable agencies new to safeguarding to progress the process of developing and introducing up to date safeguarding measures BOND recommend taking this course together with <u>Safeguarding essentials</u> for a thorough grounding in safeguarding for NGOs.</p> <p>Promoting a culture of respect: Prevention of sexual harassment in partnership with Humentum. Participants will be able to use and implement a framework and model to “promote a culture of respect” that prevents sexual harassment. Participants will also be able to deliver a customised participatory training session in their own organisation that builds the skills and knowledge of individual contributors and managers in promoting a culture of respect that prevents sexual harassment.</p>
Scope	Covers revised UK regulator and donor criteria
International Standards	Aligned with International Standards
Addresses areas of safeguarding challenge	Provides some limited opportunity to consider some of the areas of significant safeguarding challenges at introductory level
Content:	<p>Safeguarding Essentials</p> <ul style="list-style-type: none"> • What is safeguarding? • What needs to be in place? • Sector standards and guidelines • Statutory and donor requirements • Example safeguarding policies • What constitutes a safeguarding concern? • Reporting and responding to safeguarding concerns • Risk mapping and response • Action planning <p>Developing Good Safeguarding Practice</p> <ul style="list-style-type: none"> • Developing a safeguarding objective • Reviewing core safeguarding policies • Procedures to support your policy: recruitment, induction, safeguarding reports, communications and content gathering

	<ul style="list-style-type: none"> • Applying your policies and procedures to case studies • Identifying challenges and how to strengthen your organisation to address them • Action planning <p>Promoting a culture of respect: Prevention of sexual harassment in partnership with Humentum.</p> <ul style="list-style-type: none"> • promoting a work environment that encourages respect • understanding sexual harassment and their obligations to prevent it • understanding intercultural sensitivity • responding appropriately to sexual harassment concerns • identifying risk factors for work units and develop strategies to mitigate them
Outcomes	<p>Safeguarding Essentials</p> <p>Participants will be able to:</p> <ul style="list-style-type: none"> • Explain what safeguarding means in the context in which we work, and why it is important • Identify what should be in place in an organisation, and what the gaps are • Complete an action plan to take back to an organisation <p>Developing Good Safeguarding Practice</p> <p>Participants will be able to:</p> <ul style="list-style-type: none"> • Develop a safeguarding objective for your organisation • Develop the outline of core safeguarding policies • Identify what other policies and procedures are needed • Complete a workplan to finalise core policies <p>Promoting a culture of respect: Prevention of sexual harassment in partnership with Humentum.</p> <ul style="list-style-type: none"> • promote a work environment that encourages respect • understand sexual harassment and their obligations to prevent it • understanding intercultural sensitivity • respond appropriately to sexual harassment concerns • identify risk factors for work units and develop strategies to mitigate them <p>Customise the training to their organisation and location</p>

	<p>Practice presenting key concepts of the training</p> <ul style="list-style-type: none"> • Incorporate learning reinforcement / provide follow-up learning support for the programme
Accessibility	<p>This is one of a small number of workshops planned by Bond in response to the recent issues and safeguarding conference held in March 2018</p> <p>It is delivered in English at the Bond training rooms at: Society Buildings 8 All Saints Street London N19RL</p> <p>Bond currently offer the following safeguarding training/workshops:</p> <ul style="list-style-type: none"> • Safeguarding Essentials • Developing Good Safeguarding Practice • Safeguarding for Development <p>Bond are currently awaiting the outcome of the safeguarding working groups before completing their forthcoming training programme but are likely to include a regular programme of this and other related safeguarding training courses</p>
Track Record/Experience of Safeguarding Training	<p>Bond is new to the field of safeguarding training</p> <p>The trainer/facilitator for the October course is highly regarded and very experienced in the field of safeguarding</p> <p>The course content is sound and up to date</p>
Approach	Compliance
Updated	Recently updated and in with latest regulator and donor requirements
Cost/Value	<p>Non-members £420.00</p> <p>Members >£2m annual expenditure £310.00</p> <p>Members <£2m annual expenditure £200.00</p> <p>The course costings are designed to provide Bond members with access to good value training and has favourable rates for small and mid-size NGOs.</p>

Name of provider	Keeping Children Safe
Contact details	<p>Keeping Children Safe CAN Mezzanine 49-51 East Road London N1 6AH Tel: +44 (0)20 7250 8325 Email: info@keepingchildrensafe.org.uk Stefan Yordanov, Capacity Building Programme Manager. Telephone: +44 (0) 207 250 8325 Email: stefan.yordanov@keepingchildrensafe.org.uk.</p>
Methodology	<p>Keeping Children Safe offer, a combination of bespoke training, set training courses for teams/groups/agencies and set training courses for individuals, webinars, safeguarding audits and a certification scheme based on KCS child safeguarding standards. These are provided to member and non-member organisations. The training is face-to-face based on a set of widely recognised child safeguarding standards developed by international relief and development organisations. However, KCS are increasingly adapting their training to needs in a broader sense (to include issues such as sexual harassment, UN peacekeeping, Board of directors' role and responsibilities in child safeguarding, child safeguarding for sports organisations, child</p>

	<p>safeguarding in international schools, child safeguarding in emergencies, child safeguarding for journalists and researchers, child safeguarding and faith-based organisations, safeguarding vulnerable adults, and in partnership with Reading University carrying out mapping of national legal frameworks relevant to safeguarding of children and vulnerable adults).</p> <p>In addition, KCS delivers webinars on a global/regional basis on identified safeguarding topics.</p>
Name of course	<p>Bespoke Training in consultation with organisations</p> <p>Training for Teams:</p> <p>Developing your Child Safeguarding Policy This three-day workshop will give you the knowledge and skills to develop or strengthen your child safeguarding policy and procedures.</p> <p>Introduction to Child Safeguarding This three-day workshop will give you the basic knowledge and skills to assess your organisation’s safeguarding needs and develop an implementation plan.</p> <p>Investigating Child Safeguarding Allegations This series of three separate workshops facilitated by a British law enforcement officer specialising in investigating child abuse cases will strengthen your ability to understand the principles of investigations (3 days), to interview survivors, witnesses and subjects of complaints (5 days), and write your report (5 days). Taken over a period of a year, the workshops will help organisations ensure an appropriate response to child safeguarding concerns and allegations.</p> <p>Keeping Children Safe Online This one-day workshop focuses on the risks and issues young people face online and offers a practical solution through a tried and tested risk mitigation model.</p> <p>Training for Child Safeguarding Focal Points This three-day workshop is specifically for designated Child Safeguarding Focal Points within organisations.</p> <p>Training for Child Safeguarding Focal Points – Chennai, India Wednesday, 14 November 2018 This three-day workshop is specifically for designated Child Safeguarding Focal Points within organisations</p>
Accreditation	No
Description of Courses	<p>Developing a Child Safeguarding Policy This three-day workshop will give the knowledge and skills to develop or strengthen child safeguarding policy and procedures. Based on Keeping Children Safe’s International Child Safeguarding Standards, the workshop focuses on the practical aspects of drafting a policy that is adapted to your country’s legal and cultural context. Gain a basic understanding of the various types of child abuse and how beliefs, values, and traditional practices can influence a person’s response to child safeguarding concerns.</p> <p>Learn what makes a good child safeguarding policy, one that addresses both prevention and response.</p> <p>Given the tools and opportunity to draft your own policy step-by-step or strengthen your existing one.</p> <p>Introduction to Child Safeguarding This three-day workshop will give you the basic knowledge and skills to implement child safeguarding measures in your organisation.</p>

	<p>Based on Keeping Children Safe’s International Child Safeguarding Standards the workshop will increase your knowledge and understanding of child abuse and what is required to keep children safe. It will develop a common sense of purpose among participants on strategies and approaches to ensure high quality and consistent implementation of child safeguarding measures throughout their organisation.</p> <p>You will review your organisation’s current safeguarding measures and consider what other child safeguarding measures may be necessary. In a highly interactive way, you will consider the challenges of building safe environments for children with particular reference to children in vulnerable situations and support the integration of child safeguarding into all areas of activity of within your organisation and carry out practical planning for this.</p> <p>You will walk away with the necessary tools, skills and knowledge to strengthen your organisation’s current child safeguarding policy and procedures and adapt them at the country and project levels.</p> <p>Investigating Child Safeguarding Allegations This five-day workshop will strengthen your ability to provide an appropriate response to child safeguarding concerns and allegations within your organisation.</p> <p>The course is highly participative. It provides opportunities to practice planning all aspects of investigating a serious child safeguarding concern. Participants will go through a mock investigation, which will allow them to apply their newly-learned skills.</p> <p>Training for Child Safeguarding Focal Points This three-day workshop is specifically for designated Child Safeguarding Focal Points within organisations.</p> <p>Keeping Children Safe Online This one-day workshop focuses on the risks and issues young people face online and offers a practical solution through a tried and tested risk mitigation model.</p>
Target Audience	<p>Developing a Child Safeguarding Policy This workshop is designed for anyone entrusted to develop or strengthen a child safeguarding policy, e.g. trustee, director, or child safeguarding focal person.</p> <p>Introduction to Child Safeguarding This workshop is useful for trustees, directors, managers and designated child safeguarding focal persons of any organisation that works abroad and comes into contact with children.</p> <p>Investigating Child Safeguarding Allegations This workshop is restricted to organisations’ designated child safeguarding investigators.</p> <p>Training for Child Safeguarding Focal Points This three-day workshop is specifically for designated Child Safeguarding Focal Points within organisations.</p> <p>Keeping Children Safe Online</p>

	<p>This workshop is aimed at organisations working with children and young people in developing countries, where there is an increasing use of social media and a need for organisations working with children to protect them in the online world. It is especially useful for:</p> <p>Child safeguarding leads in international organisations Social media managers Communications managers Programme managers.</p>
Purpose	<p>Developing a Child Safeguarding Policy To enable organisations, develop and introduce safeguarding policies and procedures relevant to their context.</p> <p>Introduction to Child Safeguarding Provide the basic knowledge and skills to implement child safeguarding measures in an organisation.</p> <p>Investigating Child Safeguarding Allegations Provide the skills and methodology to undertake a child safeguarding investigation.</p> <p>Training for Child Safeguarding Focal Points To give participants the knowledge and skills required of Child Safeguarding Focal Points to be able to support their organisations in implementing their child safeguarding policy and procedures.</p> <p>Keeping Children Safe Online Identify and mitigate against online risks to children of abuse and exploitation.</p>
Scope	<p>Predominantly child safeguarding but KCS is adapting its bespoke training to the revised frameworks required.</p>
International Standards	<p>Child Safeguarding International Standards</p>
Addresses areas of safeguarding challenge	<p>The training is based on international standards but designed and is delivered on basis of local context/country and enabling an agency to develop its own approaches Predominantly child safeguarding focus with areas such as harassment, bullying etc. not developed although KCS are increasingly delivering broad safeguarding training also.</p>
Content:	<p>Developing a Child Safeguarding Policy Definition and indicators of child abuse What is meant by child safeguarding? Mapping out your organisation’s contact with children Managing risks International and national legal frameworks that protect children Keeping Children Safe’s international child safeguarding standards The key elements of a child safeguarding policy Writing the commitment statement Risk assessments Safe recruitment Code of conduct Communications Managing child safeguarding concerns Monitoring and review Writing an implementation plan</p> <p>Introduction to Child Safeguarding</p>

What is child safeguarding and what is it we are trying to address?
How religious systems and traditional practices can keep children safe (optional)
Child safeguarding in emergencies
Child safeguarding and the impact of HIV/AIDS (optional)
Barriers to protecting children
Meeting safeguarding standards
Mapping out your organisation's contact with children
Risk assessments
Self-audit
What makes a good child safeguarding policy and how to develop it
Preventing harm: recruitment.
Preventing harm: communications
Preventing harm: safe activities
Preventing harm: developing a code of conduct
Adapting child safeguarding to your country and local context
Reporting and responding to child safeguarding concerns
Barriers to reporting
The designated child safeguarding focal person
The role of managers in child safeguarding
Implementing child safeguarding: your action plan

Investigating Child Safeguarding Allegations

Recognising and Responding to Safeguarding Concerns
Understanding what the purpose of a child safeguarding allegation is
Thresholds of concerns
Perpetrators of child abuse
Safe investigations and tools for child safe investigations
Scoping a child safe investigation
Witness support and protection
Witness protection plans and risk assessments
Conducting child safe interviews with key witnesses
Mock Investigation using case study
Case study investigation simulation exercise
Making sense of data
Development of the final report, key findings and structure
Drafting final report presentation and recommendations
Presentation of the final report

Training for Child Safeguarding Focal Points

Exploring our own views, values and beliefs about child abuse
Establishing some common areas of agreement about child abuse
Identifying the main types of child abuse
Exploring practical ways of addressing any conflict that may exist between cultural practices, beliefs and safeguarding children
Child safeguarding: An Overview
Understanding the role and responsibilities of a child safeguarding focal person
Mapping out an organisation's contact with children
Identifying risks of harm to children and developing mitigation strategies
Carrying out an organisational child safeguarding audit
What makes a good child safeguarding policy and how to develop it
Developing complaint mechanisms
Supporting senior management in the management of serious child safeguarding allegations
Engaging children and the community in child safeguarding
Planning for the implementation of child safeguarding procedures

	<p>Monitoring and evaluating child safeguarding Developing a personal action plan</p> <p>Keeping Children Safe Online Children’s access to social media across the world Risks and issues that young people face online Mitigating risk online – an overview of the PIES model Mitigating risk online in your organisation Next steps and ways forward.</p>
Outcomes	<p>Developing a Child Safeguarding Policy Participants will have: Increased your knowledge and understanding of child abuse, and what is required to keep children safe; Developed strategies and approaches to ensure high quality and consistent implementation of child safeguarding measures throughout the organisation; Mastered the necessary tools, skills and knowledge to develop and implement a child safeguarding policy and procedures; Written a draft child safeguarding policy fit for purpose for your country’s legal and cultural context; Developed an action plan for implementing the policy throughout your organisation.</p> <p>Introduction to Child Safeguarding By the end of the workshop participants should be better able to: Understand more about the problem of child abuse and their role in safeguarding children; Promote the safety and protection of children the organisation is in contact with; Identify specific risks and issues within the organisation and mitigate these; Support implementation of practical measures within their organisation designed to keep children safe; Recognise and respond to actual or potential child safeguarding issues and incidents.</p> <p>Investigating Child Safeguarding Allegations Looked at both current strengths and gaps in the child safeguarding response across your organisation Explored how staff work together and understand their roles and responsibilities to protect children using your organisation’s child safeguarding policy, procedures and investigation guidelines Gained knowledge and awareness of how adults who are a risk to children operate within organisations, including the grooming process Developed competence in managing serious child safeguarding allegations, planning an internal investigation and overseeing the process Developed skills in undertaking interviews and building rapport with children and other witnesses as part of any investigation</p> <p>Training for Child Safeguarding Focal Points By the end of the workshop participants should be better able to: Understand more about the problem of child abuse and how local cultural practices, traditions and faith influence how children are safeguarded; Understand what is required to protect children from harm in different legal and cultural contexts;</p>

	<p>Carry out risk assessments and developing mitigating strategies; Carry out local mapping of organisations that can support child safeguarding; Support the planning and integration of child safeguarding throughout an organisation, including programmes and operations; Assist in developing and implementing appropriate response mechanisms should a child safeguarding concern arise; Strengthen the involvement of children, carers and the community in child safeguarding.</p> <p>Keeping Children Safe Online An understanding of the Keeping Children Safe online model The skills to implement the Keeping Children Safe online model in the programmes and initiatives you run An understanding of your responsibility (within the context of your organisation) in relation to online safety/social media</p>
Accessibility	Delivered locally and in Regional hubs e.g. Nairobi Languages English, Indian, Spanish, Bulgarian, Arabic
Track Record/ Experience of Safeguarding Training	KCS has been delivering child safeguarding training for well over a decade
Approach	Values Compliance
Updated	Yes
Cost/Value	3-day courses £750 non-members £675 members Other courses POA

Name of provider	CHS Alliance
Contact details	<p>Geneva Office Maison Internationale de l'Environnement 2 Chemin de Balexert 7 1219 Chatelaine Geneva, Switzerland T: +41 (0) 22 788 16 41</p> <p>London Office Romero House 55 Westminster Bridge Road London SE1 7JB United Kingdom T: +44(0)2034455605 info@chsalliance.org.</p>
Methodology	<p>Face to Face Training Workshops CHS Alliance do not provide a dedicated safeguarding training course, however, the Core Humanitarian Standard introductory, ToT and complaints and response mechanisms workshops include sessions on safeguarding, integrated safeguarding learning as well as in depth training on complaints mechanisms: <u>Introduction to the Core Humanitarian Standard</u> <u>Training of Trainers on the Core Humanitarian Standard</u> <u>CHS self-assessment workshop</u> <u>Complaints & Response Mechanisms</u> In addition, CHS Alliance are seen as providing the industry standard in terms of SEA investigations for which they offer 3 courses: <u>Investigations Workshop</u> <u>Investigations Follow-Up Workshop</u></p>

	<u>PSEA & Investigations for Managers</u>
Name of course	Investigation Workshops: 3 courses to develop the skills and abilities needed to undertake and manage a PSEA investigation Investigation Workshop Investigations Follow Up PSEA and investigation for managers
Accreditation	Certificates are provided on completion of course and assignments
Description of Course	Investigations Workshop This four-day workshop demonstrates how to conduct fair, thorough and confidential investigations into complaints of staff misconduct, with a particular focus on allegations of sexual exploitation and abuse of affected populations.
	Investigations Follow Up his three-day workshop aims to strengthen and hone participants' skills in planning and conducting fair, thorough and confidential investigations into complaints of staff misconduct, with a focus on allegations of sexual exploitation and abuse of affected populations.
	PSEA and investigations for managers This one-day workshop looks at how to manage investigations into staff misconduct, with a particular focus on investigations into sexual exploitation and abuse of beneficiaries by staff. Additionally, it explores safeguarding strategies that managers can implement in their organisations to reduce the risk of exploitation and abuse and improve their organisation's capacity to receive and respond to allegations of staff misconduct.
Target Audience	Investigations Workshop Mid- to senior-level staff who are, or may be, designated to investigate allegations of staff misconduct within their organisation.
	Investigations Follow Up Mid- to senior-level staff who are, or may be, designated to investigate allegations of staff misconduct within their organisation.
	PSEA and investigations for managers Senior managers responsible for managing internal investigations and those who are responsible for development or review of organisational policy relating to sexual exploitation and abuse.
Purpose	Investigation Workshop This four-day workshop demonstrates how to conduct fair, thorough and confidential investigations into complaints of staff misconduct, with a particular focus on allegations of sexual exploitation and abuse of affected populations. Investigation follow up This three-day workshop aims to strengthen and hone participants' skills in planning and conducting fair, thorough and confidential investigations into complaints of staff misconduct, with a focus on allegations of sexual exploitation and abuse of affected Participation in this workshop is open only to those who have completed the Investigations Workshop. A minimum gap of six months is required between completing the Investigations Workshop and undertaking the

	<p>Investigations Follow-Up, to allow for reflection and consolidation of the learning through experience.</p> <p>PSEA and investigations For Managers This one-day workshop looks at how to manage investigations into staff misconduct, with a particular focus on investigations into sexual exploitation and abuse of beneficiaries by staff. Additionally, it explores safeguarding strategies that managers can implement in their organisations to reduce the risk of exploitation and abuse and improve their organisation's capacity to receive and respond to allegations of staff misconduct.</p>
Scope	
International Standards	
Addresses areas of safeguarding challenge	Detailed training in specific areas of safeguarding challenge
Content:	<p>Investigation Workshop What is abuse? Investigation planning Conducting investigations, including interviewing Documentary and other evidence, and site visits Analysis of evidence Investigation report and management implication report writing Investigation closure Management of investigations The third day of the course is a full-day simulation exercise of the interviewing stage of an investigation, using a detailed case study. Actors represent the complainant, subject of complaint and witnesses.</p> <p>Pre-workshop assignments and background reading The investigations workshop has three mandatory pre-workshop assignments, introducing the legal framework, definitions of exploitation and abuse, complaints handling and the Guidelines for Investigations. The second pre-workshop assignment requires the participants to research and reflect on exploitation and abuse in the context of the country in which they work. A significant amount of background reading is required in order to prepare for the course and complete the pre-workshop assignments.</p> <p>Investigation follow up The course covers the following topics: Strategies for dealing with the challenges of investigating; Identification of possible breaches of codes of conduct arising from an allegation;</p> <p>Elements needed to prove or disprove that allegation; Interviewing techniques for complainants, subjects of complaint and witnesses; Assessment of information gathered during an investigation; Selection of evidence proving or disproving the allegation; Reporting findings and making recommendations.</p>

	<p>The second day of the course is a full-day simulation exercise of the interviewing stage of an investigation. Actors represent the complainant, subject of complaint and witnesses.</p> <p>PSEA and investigations For Managers The course comprises the following modules: Defining, and responding to, exploitation and abuse; Principles, risk assessment and critical elements in managing investigations; Creating a culture of safety – codes of conduct, awareness-raising amongst staff and communities, complaints & response mechanisms and recruitment practices.</p>
Outcomes	<p>Investigation Workshop</p> <p>By the end of the course, participants will have an increased understanding of the following: The principles underpinning investigations; The Guidelines for Investigations; Participants will have developed basic skills in: Planning and conducting investigations; Reviewing documentary and other evidence, and conducting site visits Interviewing complainants, subjects of complaint and witnesses; Analysing the evidence gathered; Reporting findings and making recommendations. Closing an investigation Managing an investigation</p> <p>Investigation follow up By the end of the course, participants will have an in-depth understanding of the following: Planning an investigation; Conducting interviews; Critical assessment of the evidence gathered; Reporting on the findings and making recommendations; Closing the investigation.</p> <p>PSEA and Investigations For Managers By the end of the course, participants will have increased understanding of the following: The context within which abuse, and exploitation can occur; The key elements in managing investigations; Prevention of sexual exploitation and abuse through codes of conduct, complaints & response mechanisms, awareness raising amongst staff and communities and recruitment strategies; Organisational responsibility for creating a safe environment free from sexual exploitation or abuse. They will have established skills in: Planning and managing investigations; Developing and implementing prevention strategies.</p>
Accessibility	Delivered in a number of languages globally
Track Record/Experience of Safeguarding Training	Recognised as Industry standard
Approach	Values,
Updated	Yes

Investigations Workshop: fees

The course fee includes facilitation, course materials, lunch and refreshments during the days of the course, and a course completion certificate. The course fee does **not** include the cost of overnight

Swiss Francs (CHF)	Full members	Associate & non-members
Open workshop (per participant)		
Standard rate	1200	1600
Small agency rate**	600	800
Sole-agency workshop (for a maximum of 20 participants)		
Rate	20000	28000

accommodation or travel to and from training venue

Follow UP Course: fees

The course fee includes facilitation, course materials, lunch and refreshments during the days of the course, and a course completion certificate. The course fee does **not** include the cost of overnight accommodation or travel to and from the training venue.

Swiss Francs (CHF)	Full members	Associate & non-members
Open workshop (per participant)		
Standard rate	1000	1400
Small agency rate*	500	700
Sole-agency workshop (for a maximum of 15 participants)		
Standard rate	12000	17000

*A small agency is one with an annual expenditure of less than 5 million Swiss francs.

PSEA and Investigation for Managers: fees

The course fee includes facilitation, course materials, lunch and refreshments during the days of the course, and a course completion certificate. The course fee does **not** include the cost of overnight accommodation or travel to and from the training venue.

Swiss Francs (CHF)	Full members	Associate & non-members
Open workshop (per participant)		
Standard rate	250	350
Small agency rate*	125	175
Sole-agency workshop (for a maximum of 25 participants)		
Standard rate	3500	5000

Cost/Value

Name of provider	GCPS Consulting
Contact details	Paul Nolan Director +44 (0)7891135143 paul@gcps.consulting www.gcps.consulting
Methodology	<i>Face to Face / Webinar based training on child safeguarding, PSEA, investigations, safe programming, and safeguarding</i>
Name of course	Bespoke training packages by independent safeguarding team tailored to need
Accreditation	No
Description of Course	Training tailored to need provided on a consultancy service basis provided by a core team and associates of safeguarding experts with extensive experience. Introductory Training Specialist Training Role based Training e.g.– Focal points, Trustees, Investigations Training, Safe Programming Training
Target Audience	International Development and Humanitarian Agencies, Schools/High Education Institutions, Faith Based, Donors, Corporates
Purpose	<i>GCPS is a consulting firm that specialises in helping organisations ensure the safety of children and other vulnerable groups. Working with a wide range of clients across a number of sectors to identify and address safeguarding risks through evaluation, audit and assessment and provision of support such as policy development, training, mentoring, investigations.</i>
Scope	Covers revised UK regulator and donor criteria
International Standards	Aligned to International Standards
Addresses areas of safeguarding challenge	Training designed to address safeguarding challenges
Content:	Varies according to client needs and design
Outcomes	Varies according to client needs and design
Accessibility	UK based, Global experience, English, Multi lingual associates- French, Spanish, Portuguese

Track Record/Experience of Safeguarding Training	Longest track record of providers with over a decade of current consultancy and based on previous extensive experience within INGOs.
Approach	By design, compliance, risk and values based
Updated	Yes
Cost/Value	P.O.A. and by design

Name of provider	National and Regional International Development Networks: CADA – Coalition of Aid and Development Agencies N. Ireland SIDA - Scottish international Development Alliance Hub Cymru -Africa SWIDN – South West International Development Network	
Contact details	CADA – Coalition of Aid and Development Agencies N.Ireland Address Christian Aid Ireland, Linden House, 96 Beechill Road, Belfast, BT8 7QN	Telephone (028) 9064 8133 Email info@cada-ni.org
	SIDA - Scottish international Development Alliance 4th Floor, Hayweight House, 23 Lauriston Street, Edinburgh, EH3 9DQ Tel. 0131 281 0897	
	Hub Cymru Africa Partnership: Temple of Peace, King Edward VII Avenue, Cathays Park, Cardiff, CF10 3AP TEL +44 (0) 2920 821 057 EMAIL: enquiries@hubcymruafrica.org.uk Twitter: @HubCymruAfrica	
	SWIDN – South West International Development Network Brunswick Court, Brunswick Square, Bristol, BS2 8PE Twitter: @SWIntDevNetwork www.swidn.org.uk info@swidn.org.uk	
Methodology	National and Regional networks provide a range of enablement and support for their member organisations. Recently the Welsh, Scottish and South West networks/Alliances have provided a variety of training and learning opportunities on safeguarding. This is currently not available in Northern Ireland. The content varies but at this stage is geared towards introductory compliance training, board training Their membership is often smaller INGOs with limited resources unable to access trainings in London. Plans for further training will depend on demand form membership.	
	Varied	

Name of course	
Accreditation	No
Description of Course	Introductory courses on safeguarding Safeguarding for trustees Responding to incidents
Target Audience	Member organisations (smaller INGOs)
Purpose	Assist member organisations increase knowledge of safeguarding risks responsibilities and responses
Scope	Covers revised UK donor and regulator requirements
International Standards	Aligned with International Standards
Addresses areas of safeguarding challenge	Limited opportunity to address areas of significant challenge
Content:	Varied
Outcomes	Varies according to design
Accessibility	Available in relatively accessible centres, English
Track Record/Experience of Safeguarding Training	HCA has highly experienced safeguarding trainers. SWIDN shares HCA resources and facilitates experts consultants.
Approach	Varies
Updated	Recently update in line with latest regulator and donor requirements
Cost/Value	Varies

Name of provider	Child Safe Horizons Learning Academy
Contact details	info@childsafehorizons.com
Methodology	Introductory online, distance learning course with an expected 3 to 4 hours commitment every week across the 4 weeks. Assessed course. Online classroom to participate in weekly events and discussion. Access to the senior lecturer over the entire course.

	Resources, recordings and tools will be circulated throughout the training and each unit of the course will have an assessment component.
Name of course	Child Safeguarding Certificate
Accreditation	Certificate Pannasastra University Cambodia
Description of Course	<p><i>The Child safeguarding course aims to increase the capacity of professionals in a wide range of sectors to understand what a minimum-standard child safeguarding policy looks like; how a properly-implemented policy can protect children, staff, and the organisation; the key steps involved in developing a policy and procedures; and how to monitor implementation over the long term.</i></p> <p><i>This course builds on the work of the ACT Alliance Child Safeguarding Policy and Guidance Document, the Minimum Standards for Child Protection in Emergencies, the UN Secretary General’s Bulletins on special measures for protection from sexual exploitation, sexual abuse, discrimination, harassment and abuse of power, the Statement of Commitment on Eliminating Sexual Exploitation and Abuse by UN and Non-UN Personnel, and the Australian Department of Foreign Affairs and Trade Child Protection Policy.</i></p> <p><i>Child Safe Horizons has developed this course as an introduction to child safeguarding policies and procedures which is relevant, practical and immediately applicable to those who need to begin developing child safeguarding policies.</i></p>
Target Audience	<p><i>The course is open to development and humanitarian professionals, teachers, faith leaders, and any other individuals who work with children.</i></p> <p><i>There is no minimum educational requirement; however, participants should be comfortable conversing in English, the language of instruction. It is hoped that in future the same course can be provided in other languages.</i></p> <p><i>The audience for this course is professionals who wish to acquire specific skills and expertise to manage and respond to child abuse incidents occurring within their organisation; as well as social work / welfare professionals at large (case workers, instructors, trainers, educators, social workers), human resources professionals, CEOs, senior UN field staff, policy makers, and donors.</i></p>
Purpose	<i>Child Safe Horizons Learning Academy is committed to delivering high quality, accessible courses in order to assist professionals to understand how to protect children in development and humanitarian organisations, schools, and any other setting where adult staff come</i>

	<p><i>into contact with children, either directly or indirectly, ensuring their rights to protection from all forms of violence, abuse, neglect and exploitation.</i></p> <p><i>Globally, it has become increasingly clear that children can – and are – abused in a variety of settings, often by the very people who are entrusted with caring for them.</i></p> <p><i>Children have been abused in schools by teachers, in religious settings by faith leaders, in humanitarian settings by UN and NGO staff, and in development settings by staff and volunteers.</i></p> <p><i>It addresses the fact that that these adults work with or around children on a daily basis, and yet many organisations are yet to develop robust, implemented policies and procedures to prevent the abuse of children, and promptly report cases.</i></p> <p><i>At the same time that news of abuse within institutions becomes increasingly common, there are few professionals with the skills and expertise to develop strong child protection (safeguarding) policies and procedures.</i></p>
Scope	Covers revised UK donor and regulatory requirements
International Standards	Aligned with International Standards
Addresses areas of safeguarding challenge	Introductory opportunity to address areas of significant challenge
Content:	<p><i>UNIT 1 – What Does a Quality Child Safeguarding Policy Look Like?</i></p> <p><i>UNIT 2 – We Don't All Work with Children – Why Do We Need a Policy?</i></p> <p><i>UNIT 3 – Child Sexual Abusers – Their Risk to Organisations</i></p> <p><i>UNIT 4 – Key Steps in Developing a Child Safeguarding Policy</i></p>
Outcomes	Assessed, certificate, introduction to safeguarding and how to establish safeguarding systems
Accessibility	Long distance eLearning through English
Track Record/Experience of Safeguarding Training	Highly experienced and reputable team of trainers
Approach	Combined
Updated	Regularly update in line with regulator and donor requirements
Cost/Value	Discounted: \$888 Per course Full Price: \$1,200 per course

Name of provider	Maynooth University Ireland
Contact details	<p>Capacity Development Services: KODE programme Department of International Development Maynooth University Maynooth Co. Kildare Ireland</p> <p>Tel: +353 (0)1 474 7328</p> <p>Email: intdevcds@mu.ie Website: https://www.maynoothuniversity.ie/international-development/capacity-development-services/kode</p>
Methodology	This eight-week distance education course comprises two modules. Each module contains two units of study.
Name of course	Child Safeguarding and Protection in Development Practice
Accreditation	Certificate of completion
Description of Course	<p>This course on understanding and implementing Child Safeguarding and Protection in Development Practice focuses specifically on:</p> <ul style="list-style-type: none"> • The importance of child safeguarding and protection as a central part of all development work • International, national and mission organisations that are working in development practice – particularly those responsible for projects with and for children
Target Audience	<ul style="list-style-type: none"> • Non-emergency development settings • International organisations that recruit and deploy expatriate staff
Purpose	<p>Targeted specifically at development professionals this distance education course in Child Safeguarding and Protection in Development Practice aims to enable participants to:</p> <ul style="list-style-type: none"> • Become aware of the prevalence and nature of violence and abuse against children and the threat it poses to all development initiatives. • Understand the relationship between our attitudes to children and violence and abuse against children. • Appreciate children as full human rights holders and their right to be protected from harm. • Understand the tendency for people to be silent and passive when faced with situations of child abuse.

	<ul style="list-style-type: none"> • Appreciate the direct and indirect physical, emotional, behavioural, social and development costs of child abuse. • Understand best practice in relation to child protection policies, procedures and practices both in prevention of child abuse and in response to child abuse. • Appreciate the importance of children’s participation in empowering children in child protection practices. • Understand the process of developing, implementing and revising child protection policies, procedures and practices in any organisation.
Scope	Covers UK regulator and donor requirements
International Standards	Aligned with International Standards
Addresses areas of safeguarding challenge	Provides significant opportunity to consider areas of significant safeguarding challenge
Content:	<p>Module 1: Establishing the Need for Child Safeguarding and Protection</p> <p>Unit 1: Child Safeguarding and Protection in Development Work</p> <p>Unit 2: Child Abuse and Children’s Rights</p> <p>This module aims to:</p> <ul style="list-style-type: none"> • Establish the necessity for child safeguarding and protection policies, procedures and practices in development organisations • Explore the importance of childhood in different cultural contexts • Introduce children’s rights and UN Convention on Rights of the Child • Investigate the tendency for people to be silent and passive when faced with situations of child abuse <p>Participants will learn:</p> <ul style="list-style-type: none"> • Definitions of child abuse and how child abuse and neglect can affect the whole life of a person • How children’s rights shape and inform child protection policies and practices • The vital importance of having systems and procedures in place to safeguard and protect children • Our obligation to respond and act whenever or wherever child abuse is reported or suspected <p>Module 2: Putting Child Safeguarding and Protection into Practice</p> <p>Unit 3: Child Safeguarding and Protection Policies and Procedures</p>

	<p>Unit 4: Child Safeguarding and Protection and Participation</p> <p>This module aims to:</p> <ul style="list-style-type: none"> • Define essential child safeguarding and protection standards for all organisations • Present how child safeguarding and protection policies and procedures can be developed and implemented • Propose and suggest different practices that will encourage child safeguarding and protection • Demonstrate how child participation within child safeguarding and protection procedures can enhance child safeguarding and protection practices
Outcomes	<p>Participants will learn:</p> <ul style="list-style-type: none"> • How to establish organisational child safeguarding and protection standards • How child safeguarding and protection policies and procedures can be developed or enhanced in your organisation • Best practice in dealing with reports of child abuse • Ways in which children can be included with child safeguarding and protection measures
Accessibility	Long distance learning Delivered in English
Track Record/Experience of Safeguarding Training	Well established and reputable Positive reviews received
Approach	Values and Compliance
Updated	Regularly updated
Cost/Value	Available on application

Name of provider	Child Hope
Contact details	<p>ChildHope The Green House 244-254 Cambridge Heath Road London E2 9DA Tel: 020 3559 6504 csg@childhope.org.uk</p>
Methodology	

	<p>Child Safeguarding Seminars: 3 hr seminars with guest speaker leading seminar discussion to explore and share issues.</p> <p>Child Safeguarding Training and Consultancy: Bespoke training courses with pre and post-training tailored support and advice if required.</p>
Name of course	<p>Child Safeguarding 'Lunch and Learn' Seminars</p> <p>Child Safeguarding Training and Consultancy Support</p>
Accreditation	No
Description of Course	<ol style="list-style-type: none"> 1. ChildHope's Lunch and Learn Seminars are for stakeholders at all levels, including practitioners, managers, trustees and businesses. They offer the opportunity to learn from experts in the field through formal presentation, combined with group discussion opportunities to work through pertinent safeguarding issues. 2. ChildHope's tailored training courses explore child rights-based approaches to safeguarding, the welfare of children and organisational responsibility that extends to work in the UK and overseas. Courses are adapted according to need and can be complemented by pre and post-course assessment and ongoing support in specific areas as required.
Target Audience	Organisations working in UK and internationally
Purpose	<p>Seminars:</p> <p>ChildHope will hold their 3rd series of expert-led seminars starting in Autumn 2018 on the theories, principles and practices that underpin child protection and safeguarding work with vulnerable children, on a variety of specialist themes.</p> <p>The aim is to ensure that organisations working with and for marginalised children are equipped to protect them effectively, and to promote continual improvement and learning in the field of child protection and safeguarding. The seminars aim to:</p> <ul style="list-style-type: none"> • Explore the theories, principles and research that underpin child protection and safeguarding practice • Share methodologies and interventions that successfully transform these theories into effective practice • Discuss how the theories and principles apply more widely to the work of child focused agencies <p>Training:</p> <p>ChildHope has developed a number of training courses in relation to different aspects of organisational and programmatic Child Safeguarding for UK based organisations and for NGOs in Africa, Asia</p>

	and Latin America. Tailor-made training and/or consultancy support is available for both in the UK and via expert partners in Africa and Asia.
Scope	Seminars and training cover the theories, principles and practices that underpin child protection and safeguarding work with vulnerable children, on a variety of specialist themes. This can include revised UK regulator and donor criteria.
International Standards	Aligned with international standards
Addresses areas of safeguarding challenge	Seminars can be demand-led and address issues identified as pertinent to participants and the wider sector. Training designed to meet specific needs of organisations.
Content:	Seminar content is developed and delivered by guest expert speakers. This usually includes a 1 hour presentation followed by structured discussion and activities. The training content will vary depending <i>on the needs of the client</i> .
Outcomes	Varies
Track Record/Experience of Safeguarding Training	Well established training record and experience; 30+ years in programmes aimed at reaching the most marginalised children.
Approach	Child rights and values-based approaches; compliance
Updated	Up to date
Cost/Value	Seminar £75 per organisation for series of 6 or £15 per session. Training – cost varies and is discussed with individual agencies on a case by case basis.

Name of Provider	Safer Edge
Contact details	operations@saferedge.com www.saferedge.com
Methodology	Wide range of training including interactive tailored courses delivered in person, online or remotely. Bespoke safeguarding services based on risk assessment and proportionate to size of organisation. Assistance in meeting due diligence requirements and in translating upstream policy into downstream practice.
Name of course	-Safeguarding training for all staff -Safeguarding training for managers -Investigations training -introduction and in-depth -Proactive discovery of signs of Safeguarding risk -Online and remote Safeguarding training courses -Bespoke courses designed and delivered to client needs
Accreditation	Former CHS Auditor Qualified Psychotherapists Advanced level trainers

Description of Course	Our courses cover the range of requirements on safeguarding from: raising awareness and cultural change at organisational level to specific skills such as investigations and Psychological First Aid. We help organisations meet due diligence requirements and work closely with you to jointly deliver services in line with organisational values.
Target Audience	Organisation leaders and practitioners in Humanitarian and Development field
Purpose	<p>Safer Edge's core objective is, '<i>helping good people do great things in difficult places</i>'. As a women-led company all our senior leadership team (and most of our staff) are women and we apply a female lens to addressing safeguarding risk as well as incorporating other minority perspectives rarely heard in risk management - including LGBTQI perspectives and BAME communities.</p> <p>We co-ordinate teams of experts on projects meaning we can draw in different types of expertise as required. Our core safeguarding objective is: proactivity. All our training, consulting and technology is designed to be proactive in empowering individuals to discover and prevent harm. While professional and appropriate responses to safeguarding reports is important - proactively preventing, or disrupting, harm is critical.</p>
Scope	Covers revised UK regulator and donor criteria, recommendations of the International Development Committee and created with support from the NCA and Charity Commission.
International Standards	Aligned with International Standards
Addresses areas of safeguarding challenge	Key requirements of DfID, IDC and regulators. Expertise in translating upstream policy into downstream practice.
Content:	<p>Prevention:</p> <ul style="list-style-type: none"> • Safeguarding Awareness, Accountability and Capability (AAC). Our trainers include psychologists and child safeguarding experts and use a blend of interactive training and behavioural learning. • Mentoring for leaders on safeguarding values. • Development of products aimed to empower people receiving aid to know and act on safeguarding rights. • Expert advice and consultancy on designing and implementing organisation-specific policies. <p>Discovery:</p> <ul style="list-style-type: none"> • Unique, proactive investigations training designed with the NCA and Charity Commission, enabling organisations to discover signs of safeguarding risk and harm. • Our in-house operational support and risk advisory team means we can deploy globally at short notice to support organisations in audit, spot-check, systems review or training overseas. • Development of low-cost, globally deployable, market-leading technology designed to identify signs of risk. <p>Response</p> <ul style="list-style-type: none"> • Psychological first aid training for managers and 'Safeguarding Focal Points' (SFPs) • Investigation training which includes post-incident response with emphasis on preventing re-traumatising victims/survivors.

	<ul style="list-style-type: none"> • Audit and review of organisation's procedures by child and adult welfare experts.
Outcomes	Certified Training Programme delivery Organisation owned tools, technology and training packages
Accessibility	Global provision
Track Record/Experience of Safeguarding Training	Safer Edge has been operating for over 10 years. Safeguarding Services have expanded in the last year with several global organisations now having received training.
Approach	Risk identification and management
Updated	Up to date
Cost/Value	P.O.A. Offer discounts to INGOs and incorporate pro bono offers in packages.

Name of provider	International Medical Corps
Contact details	International Medical Corps UK Ground Floor 161 Marsh Wall London E14 9SJ Phone: +44 (0) 207 253 0001 Email: info@internationalmedicalcorps.org.uk URL: www.internationalmedicalcorps.org.uk
Methodology	eLearning on Prevention of Sexual Exploit and Abuse
Name of course	eLearning module: Prevention of Sexual Exploitation and Abuse
Accreditation	No
Description of Course	International Medical Corps has developed an eLearning module on PSEA and in support of raising awareness about organization's PSEA commitments and SEA complaints policy. This eLearning module is utilized to supplement routine in person training.
Target Audience	SEA Practitioners
Purpose	Awareness raising and an employee's responsibility
Scope	Specific training on SEA
	Meets International Standards on SEA

International Standards	
Addresses areas of safeguarding challenge	Specific topic area only
Content:	Introduction to PSEA practice and complaints mechanisms
Outcomes	Understanding of practice in prevention of sexual exploitation and abuse and methods of establishing effective complaints mechanisms
Accessibility	eLearning
Track Record/Experience of Safeguarding Training	Highly experienced
Approach	Values based
Updated	Up to date

Name of provider	Safe Activities for Everyone CIC
Contact details	Unit 10, Progress Way Mid Suffolk Business Park Eye IP23 7HU 01379 871091 help@safecic.co.uk www.safecic.co.uk http://safechilduk.info/
Methodology	Mixture of <i>online</i> and face-to-face training.
Name of course	International Standard Child Safeguarding Safeguarding for Trustees – Ensuring Compliance International safeguarding: general workforce Leading on International Safeguarding Managing International Safeguarding for trustees, directors, CEOs, SMTs Online SAFE membership
Accreditation	International Standard Child Safeguarding: Certificate with 70% pass mark, valid for 2 years; Safeguarding for Trustees – Ensuring Compliance: Certificate with 70% pass mark, valid for 2 years; International safeguarding: general workforce: certificate of attendance Leading on International Safeguarding: certificate of attendance Managing International Safeguarding for trustees, directors, CEOs, SMTs: certificate of attendance Online SAFE membership: annual certificate of SAFE award
Description of Course	International Child Safeguarding: Basic level of general introduction to safeguarding with international aspects suitable for the general children’s workforce.

	<p>Safeguarding for Trustees: Comprehensive adult and child safeguarding management course with international aspects suitable for trustees.</p> <p>International safeguarding: general workforce: Interactive training including group discussions, exercises and video content. Includes comprehensive hard copy training packs.</p> <p>Leading on International Safeguarding: Interactive training including group discussions, exercises and video content. Includes comprehensive hard copy training packs</p> <p>Managing International Safeguarding for trustees, directors, CEOs, SMTs: Interactive training including group discussions, exercises and video content. Includes comprehensive hard copy training packs</p> <p>Online SAFE membership: Comprehensive toolkit</p>
Target Audience	Individuals and UK based organisations working overseas who are seeking a basic introduction to directly working with children and young people. Specific training for trustees, safeguarding leads and senior management.
Purpose	Introduction to international safeguarding for an organisations with additional experience within UK sector; enabling UK charity trustees and senior management to set up everything they need to be legally compliant in the UK and overseas; ensureing safeguarding leads know and understand procedures for dealing with safeguarding concerns.
Scope	Does not address revised UK donor and regulator criteria.
International Standards	Online SAFE membership only
Addresses areas of safeguarding challenge	International Safeguarding: general user and Leading on International Safeguarding only.
Content:	<p><u>International Child Safeguarding:</u></p> <p>How to find the legislation, guidance and agency referral routes of the relevant country</p> <p>Recognition of child abuse and how to identify safeguarding issues</p> <p>How to respond to concerns appropriately</p> <p>Who to contact when there is a concern</p> <p>Fulfilling "duty of care"</p> <p>Whistle blowing</p> <p>Safer working practices and keeping children safe</p> <p><u>Safeguarding for Trustees:</u></p> <p>Safeguarding legal frameworks</p>

Charity Commission guidance

Policies and procedures

Safer recruitment

Working overseas

Ethical fundraising

International Safeguarding: general user

Refers to legislation, guidance and agency referral routes of the relevant country

Recognition of abuse and how to identify safeguarding issues

How to respond to concerns appropriately

Who to contact when there is a concern

Fulfilling "duty of care"

Whistle blowing

Safer working practices and keeping vulnerable groups safe

Leading on International Safeguarding

Refers to the legislation, guidance and agency referral routes of the relevant country

Recognition of abuse and how to identify safeguarding issues

How to respond to concerns appropriately

Who to contact when there is a concern and the follow up actions needed

Managing allegations

Fulfilling "duty of care"

Safer recruitment

Regulatory concerns

Safer working practices and keeping vulnerable groups safe

Managing International Safeguarding for trustees, directors, CEOs, SMTs

Refers to the legislation, guidance and agency referral routes of the relevant country

Strategically addresses:

- Policies and procedures

	<ul style="list-style-type: none"> • Safer recruitment • Staffing • Managing concerns and allegations • Crises and media management • Quality assurance • Training strategies • Legislative responsibilities <p>Safer working practices and keeping vulnerable groups safe.</p> <p>Includes the opportunity to self audit, stress test the organisations policies and procedures and plan future actions when needed.</p> <p><u>Online SAFE membership</u></p> <p>Refers to the legislation, guidance and agency referral routes of the relevant country and includes pro forma</p> <ul style="list-style-type: none"> • Policies and procedures for safeguarding • “Whistleblowing”, codes of conduct, data protection, confidentiality statements • Safer recruitment • Allegation management • Good Practice guidance • eSafety policy and leaflets • Associated policies
Outcomes	Addresses best practice safeguarding issues with limited detail of specific safeguarding issues in international settings. Trustees training signposts statutory safeguarding procedures in international settings.
Accessibility	On line English and Arabic (face-toface training can be translated)
Track Record/Experience of Safeguarding Training	Extensive international face-to-face safeguarding training experience in the United Arab Emirates, with online global customers in over 30 countries. Lesser experience in development/humanitarian settings
Approach	General introduction. Trustees training specific to those of UK charities working in the UK and overseas. General user training – bespoke for specific organisations.
Updated	Yes
Cost/Value	<p>International Child Safeguarding: £28 per unit with cost reduction for group bookings and discounts for charities and good causes.</p> <p>Safeguarding for Trustees: £28 per unit with cost reduction for group bookings and discounts for charities and good causes.</p> <p>International Safeguarding: general user: £500 a day for charities and good causes.</p> <p>Leading on International Safeguarding: £500 a day for charities and good causes.</p> <p>Managing International Safeguarding for trustees, directors, CEOs, SMTs: £500 a day for charities and good causes.</p> <p>Online SAFE membership: £39 for charities and good causes</p>

Name of provider	Humentum
Contact details	Washington, DC Office 1120 20th St, NW Suite 520 S Washington, DC 20036 Tel: (202) 509-0465 www.humentum.org
Methodology	eLearning and face-to-face
Name of course	Multiple (see below)
Accreditation	No
Description of Course	<p>On-demand content enable all to access essential learning that will strengthen their approach to changing behaviour and culture at the individual and organizational level.</p> <p>Aims to enable every individual who has a responsibility to help achieve the high standards for safeguarding and preventing sexual exploitation, abuse and harassment.</p> <p>Last Mile Learning – People Management – Discrimination and Harassment Prevention Training</p> <p>Human Rights Education Associates – Humanity in War</p> <p>Human Rights Education Associates – Rights of the Child 2012</p> <p>InterAction – Managing Sexual Exploitation and Abuse Investigations</p> <p>InterAction – SEA101: Introduction to Sexual Exploitation and Abuse</p> <p>InterAction – SEA201: Mainstreaming of Sexual Exploitation and Abuse</p> <p>Inter-Agency Standing Committee – Different Needs – Equal Opportunities (Gender Equality in Programming)</p> <p>Promoting a Culture of Respect: Prevention of Sexual Exploitation and Abuse (face-to-face)</p>
Target Audience	INGO staff and representatives
Purpose	As above
Scope	Meets revised definitions within the specific areas
International Standards	Aligned with international standards
Addresses areas of safeguarding challenge	Within topic areas
Content :	As above
Outcomes	Varied

Accessibility	Online, face-to-face training in English
Track Record/Experience of Safeguarding Training	Highly experienced
Approach	Values based
Updated	Regularly Updated
Cost/Value	Free to members

Name of provider	CHS Alliance Approved Trainers Scheme
Contact details	<p>CHS Alliance Approved Trainers Scheme</p> <p>Geneva Office Maison Internationale de l'Environnement 2 Chemin de Balaxert 7 1219 Châtelaine Geneva, Switzerland T: +41 (0) 22 788 16 41</p> <p>London Office Romero House 55 Westminster Bridge Road London SE1 7JB United Kingdom T: +44(0)2034455605 info@chsalliance.org.</p>
Methodology	<p>This scheme recognises competence in training on subjects relating to quality and accountability. It includes consultants and others who offer training.</p> <p>Those who <u>qualify and meet the criteria</u> may describe themselves as CHS Alliance approved trainers on the following specific subjects: the CHS, CHS self-assessment, complaints and response mechanisms (CRM), investigations, management of investigations, and protection from sexual exploitation and abuse (PSEA). Organisations are welcome to contact the approved trainers directly with training needs on these subjects. These trainers also provide the pool from which the CHS Alliance refers organisations when they cannot meet the request ourselves.</p> <p>Independent consultants who are approved trainers are listed below. Find out more about qualifying criteria here.</p>
Name of course	CHS, CHS self-assessment, complaints and response mechanisms (CRM), investigations, management of investigations, and protection from sexual exploitation and abuse (PSEA).
Accreditation	NA

Name of provider	Humanitarian Leadership Academy (HLA): Kaya learning platform
Contact details	<p>Global Academy Office London Tel: +44 207 012 6400 Address: Humanitarian Leadership Academy, Save the Children UK, 1 St John's Lane, London EC1M 4AR, United Kingdom Email: info@humanitarian.academy</p> <p>Also offices, Nairobi, Luza, Jordan, Jakarta, Dhaka</p>
Methodology	<p>The Humanitarian Leadership Academy (HLA) is a global learning initiative set up to facilitate partnerships and collaborative opportunities to enable people to prepare for and respond to crises in their own countries.</p> <p>The HLA operates a learning platform Kaya which includes 2 safeguarding related e- learning courses designed by Interaction</p>
Name of course	<p>Managing sexual exploitation and abuse investigations</p> <p>Prevention of Sexual Exploitation and Abuse</p>
Accreditation	<p><i>PHAP</i></p> <p><i>Program certificate upon completion of modules and feedback</i></p>
Description of Course	<p>Managing Sexual Exploitation and Abuse Investigations:</p> <p>Learn to create a culture of safety in your organisation and the community you're working in. This online course will teach the benefits of codes of conduct, adequate staff training and supervision, and confidential complaints mechanisms. You will learn the mechanisms for, and responsibilities of managing an investigation.</p> <p>Prevention of Sexual Abuse and Exploitation:</p> <p>This online course was created by InterAction as an introduction to identifying and preventing sexual exploitation and abuse</p> <p>1 hour e learning courses</p>
Target Audience	Managers and staff of humanitarian organisations

Purpose	Introduction to PSEA and PSEA investigation for humanitarian managers and staff
Scope	Limited cover of some aspects of revised UK donor and regulatory requirements
International Standards	Aligned with International Standards
Addresses areas of safeguarding challenge	Introductory opportunity to address issues of sexual exploitation and abuse
Outcomes	<ul style="list-style-type: none"> access the key tools and resource materials to assist in managing investigations identify the key responsibilities of managing investigations understand the need to be alert to possible sexual exploitation and abuse taking place be able to define sexual exploitation and abuse be familiar with the international framework for addressing sexual exploitation and abuse understand the mechanisms that organisations have in place for preventing sexual exploitation and abuse
Accessibility	Long distance e Learning through English
Track Record/Experience of Safeguarding Training	Provided by HLA members with well established record in training
Approach	e learning
Cost/Value	Free

Name of provider	Other providers
Contact details	<p>Human Rights Education Association: an international non-governmental and non-profit organisation that supports human rights education; the training of human rights defenders and professional groups; and the development of educational materials and programming. As set out on page 8, provide a Child Safeguarding e-learning course building on human and child rights approaches: on line working groups, assignments webinars and assignments and peer to peer learning. No future provision of training planned at present.</p> <p>Virtual College: as set out on page 6, provide online training in safeguarding related issues e.g. safer recruitment and cultural awareness of issues such as trafficking.</p>

Disaster Ready: a nonprofit initiative of the Cornerstone OnDemand Foundation; offer various free e-learning modules on PSEA and safeguarding, including modules in Arabic, Spanish and French

Thrive worldwide: offer F2F courses on safeguarding including 'Responding well to safeguarding disclosures' and 'Staff wellbeing – responding to sexual violence.' Also, offer clinical services for development/humanitarian workers.

DFAT/ACFID (Australia) are also developing online PSEA e-learning modules with Learning4Development.

ECPAT (Every Child Protected Against Trafficking) -

<http://course.ecpat.org.uk/> ECPAT UK provides training throughout the UK and internationally on child protection in tourism and on the protection of child victims of trafficking. In particular, ECPAT UK operates a national training programme on safeguarding children to increase awareness and highlight the specific support needs of trafficked children.

Collaborative work:

In addition, a group of learning providers and large NGOs are working together under the coordination of HLA and Bond and propose to collaboratively develop an open access online offer to meet identified gaps/training needs in Safeguarding and PSEA. They will build on their existing training and resources to do this.