

Global Safeguarding Strategy 2020-2022

Document control

Document title: Global Safeguarding Strategy 2020-2022	
Scope: All WaterAid members	
Version: 1.0	Author(s): Leigh Heale, Global Head of Safeguarding
Date approved: July 2020	Document status: Final
Effective date: July 2020	Approved by: Rachel Wescott, Director People and Organisational Development
Superseded version: N/A	Date of next review: July 2022

Version control

Date	Version	Reason for change	Author
July 2020	1.0	New strategy	Leigh Heale, Global Head of Safeguarding

Global Safeguarding Strategy

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Japan: 特定非営利活動法人ウォーターエイドジャパン(認定NPO法人) WaterAid Japan is a specified non-profit corporation (certified NPO corporation).
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Vision

To ensure that in the delivery of its mission, WaterAid always upholds its core values and the principle of 'do no harm', by implementing effective safeguards and measures.

WaterAid is committed to addressing unequal power dynamics and the significant risk of harm this poses to individuals within the communities which we work.

Strategic Aim

This is a two-year strategy which aims to ensure that WaterAid's Global Safeguarding Standard is brought to life by ensuring that all individuals whom WaterAid comes into contact with are protected from any form of abuse, exploitation or harassment, including staff, partners, volunteers, contractors, and the people in the communities we seek to help.

WaterAid recognises that safeguarding is a shared responsibility and this strategy endeavours to also ensure appropriate and effective safeguarding practices are implemented by our many partners across the world, to maintain high levels of effective safeguards throughout the delivery chain of our programmes.

Key Pillars

The strategy comprises of five key pillars: **people, policies, awareness and prevention, case management and safe programming.**

1. People

- 1.1 Recruiting and retraining only the best and appropriate staff, volunteers and contractors is fundamental to ensuring a strong and effective safeguarding culture.
- 1.2 The development and roll out of a consistent global disclosure system across the federation alongside full enrolment in the [Interagency Misconduct Disclosure Scheme](#). This is a global referencing scheme used by international NGOs to ensure information relating to individuals is shared appropriately to prevent those who seek to cause harm from moving between organisations unchecked.

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- 1.3 Develop and implement safer recruitment tools and resources.
- 1.4 Posts holder's accountability for safeguarding to be explicitly referenced within job roles and objectives as appropriate.
- 1.5 Ensure that the assessment of the delivery of safeguarding responsibilities form part of staff performance reviews as appropriate.

2. Policies

- 2.1 The review of current safeguarding and child protection policies and statements to ensure these match best practice in the sector is critically important so that WaterAid maintains high levels of safeguards.
- 2.2 Review of the existing Child Safeguarding Procedures, ensuring they are appropriate, relevant and adaptable across the federation.
- 2.3 Adopt a global safeguarding policy drawing together a number of existing policies and statements to better facilitate peoples' understanding of the organisational approach to safeguarding.
- 2.4 Review of associated safeguarding policies such as the Global Giving and Receiving References policy and PSEAH Statement.
- 2.5 Review of the Safeguarding Operating Arrangements to ensure they fully detail support mechanisms in place for victims and survivors and indicate support pathways clearly.
- 2.6 Review of the Internal Audit process to ensure safeguarding is a key strong component within working audit papers.

3. Awareness and prevention

- 3.1 Improving safeguarding awareness and knowledge across the federation (including partners) to prevent safeguarding issues, but also to ensure we can effectively identify concerns and respond correctly when required.
- 3.2 Investing in training and capacity building across the federation ensuring continued safeguarding learning and development for staff at all levels. This will additionally aid WaterAid's zero tolerance approach towards inaction on allegations and concerns which acts in part as a deterrent for inappropriate behaviour.
- 3.3 Develop a consistent training recording mechanism for all staff to ensure training remains valid and up-to-date.

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- 3.4 Develop a sustainable in-depth training package specifically for Safeguarding Focal Points.
- 3.5 Design and deliver board level safeguarding training across the federation.
- 3.6 Work to ensure effective safeguarding capacity is being accounted for, and actioned, within WaterAid partnerships both at a contractual and practical level.
- 3.7 Develop and implement effective community-based awareness raising resources which consider contextual risk factors and have shared input from communities themselves including from vulnerable groups.

4. Case Management

- 4.1 Building strong and effective case management systems allows for any incident to be managed robustly and for WaterAid to deal appropriately with those individuals whom seek to cause harm within our organisation.
- 4.2 Procure an effective electronic case management system, which allows direct reports to be made globally into the system improving reporting capability. This in addition will streamline how cases are managed and tracked, allowing for more effective use of data to inform practice and learning.
- 4.3 Build upon global investigation capacity to ensure that, when required, investigations are able to be conducted by appropriately trained and experienced investigators in a timely manner.
- 4.4 To use case data to identify trends and highlight potential areas of concern across the federation.
- 4.5 Streamline the Safeguarding Operating Arrangements so that these can be incorporated in all country HR manuals whilst maintaining consistent disciplinary outcomes across the federation.
- 4.6 To ensure systems and processes are indeed victim/survivor centred and a formal procedure for following up on learning from cases, including feedback from injured parties, will be produced and implemented.

5. Safe programming

- 5.1 Quality programming with inbuilt effective, contextually relevant, safeguarding measures from design phase, through to post project evaluation is fundamental to protecting those we seek to help most.

- 5.2 Ensure a systematised approach to ensuring that downstream partners, where possible, have appropriate safeguarding measures and support in place.
- 5.3 Create and implement an appropriate approach to developing complaints mechanisms in consultation with communities, drawing on the different approaches currently taken in different contexts.
- 5.4 Strengthen safeguarding checks with all partners as part of our audit processes.
- 5.5 Build on support provided to partners in respect of safeguarding.
- 5.6 Design and delivery of programmes will be conducted in discussion with children and communities regarding safeguarding risks and measures where appropriate.
- 5.7 Build on monitoring and evaluation systems already in place with partners to address safeguarding aspects in greater depth.

Monitoring and evaluation

This Global Safeguarding Strategy is approved by WaterAid international. As such, each federation member Board is responsible for its implementation via the Global People Executive. Each federation member will have a member specific safeguarding workplan to enable them to meet the strategy aim and be supported by the Global Safeguarding Team.

WaterAid's Global Internal Audit Team will ensure robust safeguarding audits take place to monitor to the successful implementation of this strategy, and to highlight any recommendations to members for improvement.

WaterAid recognises that it is not an expert in all safeguarding and child protection matters and will therefore strategically draw in partners' expertise from within the third sector and private sector where necessary to ensure a high standard is achieved in implementing this strategy.

The strategy will be reviewed in **July 2022**.

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