

Safeguarding Resource and Support Hub Eastern Europe

Introduction

June 2022



Overview

Our mission

Supporting organisations in the international humanitarian and development sectors to strengthen their safeguarding policy and practice.

Our vision

We are committed to foster collaborative approaches. We are driven by the needs of less-resourced civil society organisations, guided by survivor-centred principles and focused on contextualised products and services.

Funded by Disaster Emergency Committee (DEC)

A regional, multilingual online platform with presence in 3 countries



Our definition of safeguarding

The RSH EE aims to support organisations in strengthening their safeguarding policies and practices against all forms of harm.

We adapt the following definition of harm:

- SEA,
- violence against children that staff/volunteers and contractors may perpetrate,
- Sexual harassment, bullying and all other forms of violence where these are perpetrated by staff/volunteers and contractors
- Discrimination due to racism or sexual identity and/or orientation.
- Harm caused by organisations and staff due to lack of safeguards implemented across their operations and programme implementation, such as poor data collection practices.

Our consortium



A GLOBAL NGO NETWORK
FOR PRINCIPLED AND EFFECTIVE
HUMANITARIAN ACTION



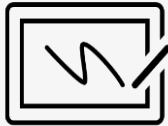
**CLEAR
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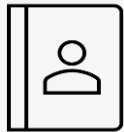
Our global online platform



A **Resource Library** with a huge selection of guidance, tools and resources on safeguarding. Resources are also curated according to our **safeguarding journey** and **critical topics**.



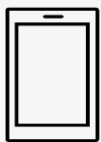
An e-learning course called **Safeguarding Matters**. The course comprises 5 free and interactive online and offline modules aimed at non-safeguarding specialists



A **Safeguarding Consultants Directory** of quality assured safeguarding advisors who can support organisations



A **community of practice**, **blogs**, **podcasts**, and **webinars** for peer-to-peer learning and sharing good practice



Available in **English** and soon in **Polish, Ukrainian, Romanian and Russian**.

Our approach to National Hubs

- Partnership and collaboration are central
- Rapid country assessments (initial national mapping and user engagement to understand capacity, gaps and needs)
- Online Hub page with contextually relevant resources in local languages
- Ask an Expert service enabling free and direct support to CSOs
- Tailored mentoring and support for eligible organisations
- Webinars and podcasts in local languages
- Roundtables for focused discussions
- Online communities of practice for informal information sharing and networking

Safeguarding journey – a detailed guide through safeguarding requirements



Tools that can help you address some key issues

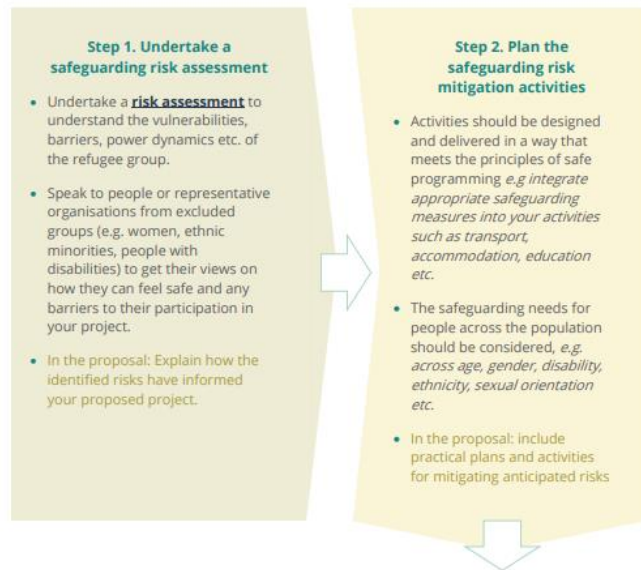
How-to note

How to integrate safeguarding into proposal development
For organisations working with refugees in Eastern Europe



Everyone who interacts with an organisation must be safeguarded from harm including Sexual Exploitation, Abuse and Sexual Harassment (SEAH), physical and emotional harm. Safe programming is about designing programmes that are as safe as possible for participants and include input from the people they are trying to help. Organisations should invest time and resources in these activities from the proposal development stage, even when time and resources are scarce.

The following steps should be considered in proposal development:



Safeguardingsupporthub.org | How-to Safeguarding and Proposal Development | June 2022 |

Tip sheet

Safeguarding practices for recruiting and managing volunteers



For organisations responding to the refugee crisis in Eastern Europe.

Organisations responding to the refugee crisis in Eastern Europe are recruiting a high number of volunteers. It is important to ensure that an organisation's safeguarding measures are extended to volunteers at all times. Volunteers:

- **Play a role in protecting staff and refugees** from sexual exploitation, abuse and sexual harassment (SEAH) and other harm and abuses (e.g. physical or emotional harm etc.).
- **Contribute to an organisational culture** where everyone who interacts with the organisation understands their right to be safe from all forms of harm and abuse.
- **Need to be supported** to know what the organisation's safeguarding measures are and how they apply to volunteers.

Examples of safeguarding-related risks when working with volunteers:

Risks for the volunteers themselves:

- There may be a **power imbalance between volunteers and staff**, which increases the risk of SEAH and other harm and abuse against volunteers.
- Some organisations may not have **formal procedures for managing volunteers**. This can affect how volunteers are treated and supported, including in relation to safeguarding.
- Volunteers are less likely to have someone trusted in the organisation to talk to. They may also be less likely to know the safeguarding policies, how to report, who to report to or even what to report.

Risks for other staff and for refugees who interact with the organisation

- Volunteers may **not know what behaviour is expected of them**, if there is a code of conduct, if it applies to them, and why it is important to uphold.
- In situations where rapid and large-scale volunteer recruitment is needed, e.g. in an emergency, it **may be hard to keep to strict recruitment procedures**. Harmful behaviour may go unchecked.
- **Recruitment of volunteers can be complicated**, e.g. they may not have formal references.
- Through working with the organisation, some volunteers may be in a **position of power compared to the refugees**, which may lead to abuses of power such as harassment or sexual requests.

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Thank you!

Get in touch

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Visit the RSH EE website:

<https://easterneurope.safeguardingsupporthub.org/>

