

**Agenda Item: Safeguarding and Incident Management-2020 Annual**  
**Safeguarding Report**

**Summary:**

This paper is the IPPF 2020 Annual Safeguarding Report. This is the first report of its kind and seeks to provide data, analysis and narrative looking back over 2020.

It is hoped that the contents of the report provides Board members with an update of progress made over the last year, the great learning achieved through the WISH programme and the further work required, leaving members feeling confident that this work is progressing well.

1. Performance Summary
2. Safeguarding Activities in 2020
3. Development of WISH MAs
4. Conclusion

**Action Required:**

- The Board to read and note the report and to advise if this report provides the information it requires in this area of governance.

**KEY TO ACRONYMS:**

<b>AR</b>	Africa Region
<b>ARO</b>	Africa Regional Office
<b>AWR</b>	Arab World Region
<b>AWRO</b>	Arab World Regional Office
<b>BoT</b>	Board of Trustees
<b>DLT</b>	Directors Leadership Team
<b>EN</b>	European Network Region
<b>ENRO</b>	European Network Regional Office
<b>FCDO</b>	Foreign, Commonwealth & Development Office
<b>MA/s</b>	Member Association/s
<b>SAR</b>	South Asian Region
<b>SARO</b>	South Asia Regional Office
<b>WHR</b>	Western Hemisphere Region (no longer part of the Federation)

## 1) Performance Summary

This is IPPF's first Annual Safeguarding Report. During 2020, IPPF faced a number of challenges. The lack of understanding of the distinction between safeguarding and incident management created a false perception that IPPF had a significantly high safeguarding caseload. There are a number of factors that contributed to this misinformation, some of which are covered in the IPPF 2020 Annual Incident Management Report. Communication was created to counter the misinformation, and shared broadly with a range of stakeholders. Clarification briefings were presented to a Directors Leadership Team meeting in October, the final Board of Trustees and an IPPF Townhall meeting in December.

### IPPF's safeguarding caseload – the facts

The facts about IPPF's safeguarding caseload are confirmed in Table 1. This highlights the fact that IPPF received a total of 11 safeguarding concerns reported, which represents 7.1% of the total caseload of 155 cases across all categories. The table also makes clear the split between those cases where concerns reported related to regional offices and those related to Member Associations (MA/s).

**Table 1: Cumulative Safeguarding Concerns Reported at the end of 2020**

Safeguarding Concerns Categories	Total number of cases	Of total figure, no. of cases related to MAs
Sexual Exploitation and/or Abuse	3	3 (100%)
All Other Forms of Abuse	3	0 (0 %)
Sexual Harassment	5	3 (60%)
<b>Total number of concerns reported to IPPF SafeReport</b>	<b>11</b>	<b>6 (55%)</b>

Of the total of 11 safeguarding concerns reported, five safeguarding cases remained open at the end of 2020. Two were about Sexual Exploitation and Abuse in MAs, one Sexual Harassment case in an MA and two cases of verbal abuse in Secretariat offices. The Safeguarding Team continue to push, require and support progression of these cases.

However, with limited response and a lack of MA understanding of the safeguarding related sensitivities, risks and urgency, progress *and* what a thorough investigation requires, makes these issues more challenging. All other cases were progressed to closure. Other concerns reported relate to matters such as verbal abuse, physical intimidation, and sexual harassment. Positively, one case of sexual harassment by a member of staff in a partner organisation received swift, and appropriate action in keeping with IPPF's standards.

**Table 2: Outcomes of safeguarding cases**

No. of cases substantiated	Number of cases unsubstantiated
4	2

## 2) Safeguarding Activities in 2020

### Continuation of the rollout of the IPPF Safeguarding Framework

In 2019, the Safeguarding Framework was rolled out to ARO, London (Central) Office and SARO and to other MA groups in Kuala Lumpur and New Zealand.

In January 2020, prior to Covid-19 travel bans, this was extended to EN and grant receiving MAs in that region. Sensitisation sessions were also delivered to the AWRO while the Regional Director role was covered by Interim appointments, in advance of the permanent RD being appointed, to the ESEAOR Youth Representatives and Officers meeting in September and to the new Board of Trustees (BoT) in July 2020.

The latter offered clarity for BoT members about the IPPF Safeguarding Framework and the safeguarding related governance responsibilities of the Board, in accordance with the expectations of the Charity Commission and the UK's Foreign, Commonwealth & Development Office (FCDO).

In 2020, the main focus of the Safeguarding Team has been direct support to Member Associations (MAs) and the development of safeguarding capacity building resources to improve the development of IPPF's safeguarding culture, awareness and accountability.

### **Safeguarding Resources**

The Safeguarding Team comprises the Head of Safeguarding, a Database Support Officer (IPPF SafeReport) and two Safeguarding Advisers, funded by FCDO through the WISH programme. The Advisers support the Africa (AR), Arab World (AWR) and South Asia (SAR) regions through the provision of tailored safeguarding activities, development and compliance related work to WISH MAs in these regions. These activities are undertaken to support the journey to compliance of the FCDO safeguarding compliance expectations and IPPF's Safeguarding Framework. Advisers also contribute to the global safeguarding agenda.

Other regions have no dedicated safeguarding staff, which was covered by the Head of Safeguarding for the European Network (EN) and East and South East Asia and Oceania (ESEAOR) Regions and to the Western Hemisphere Region (WHR) until the end of August 2020, which, as a result of the departure of WHR became the Americas and the Caribbean Region later in the year. This limits to some extent, the progress of some higher level strategic work on safeguarding as time is spent undertaking work that in other regions is undertaken by Safeguarding Advisers. Positively, this was recognised in ESEAOR, who have made plans to recruit a Safeguarding Manager in early 2021 as a fixed term two-year post.

One risk to be noted by the BoT relates to the WISH funding extension bid submitted to FCDO in 2020. If this extension bid is not successful, AR, AWR and SAR will have no dedicated safeguarding staff as these posts are funded by restricted funds and not seen as a core cost. While further in the future, the same risk applies if the extension is granted - as when the funding comes to an end, we will be in the same position.

IPPF has a Global Safeguarding Taskforce, which met monthly to discuss developments and ensure regional awareness of and input to safeguarding developments across the Federation. It was recognised at the end of 2020, that the restructure of the Secretariat raised the need for the Taskforce to be reviewed.

In the first few months of 2020, the Directors Leadership Team charged the Safeguarding Team with a temporary change of focus to supporting the oversight of the 2019 open caseload and push for progress that increased the closure rates of cases. This work was required by the team for *all* categories of concerns i.e. not just safeguarding concerns, reported to IPPF SafeReport; IPPF's independent, confidential reporting service/incident management system, including Fraud and HR cases.

This had an impact on the team's ability to progress the safeguarding agenda as planned. In addition, Governance Reform and the Secretariat restructure impacted progress – understandably – as structures, teams and resources were reviewed to achieve a unified secretariat. Despite this impact, the team has developed and delivered resources, training, sensitisation sessions and support to WISH MAs.

### **Capacity Building**

The impact of Covid-19 during 2020, which ceased travel and the possibility of delivering face to face training in addition to the change of focus mentioned above and the restructure, created the need for innovation and flexible approaches to sensitisation and support through the use of online platforms such as Zoom and Teams. This has been working well and is projected to be the blue print for work going forward. Highlights from the safeguarding work delivered are:

**An IPPF Safeguarding Training Pack:** designed to increase safeguarding capacity building. This comprehensive pack was completed in 2020 and will be rolled out in 2021, enabling anyone – whether they have safeguarding knowledge or not – to deliver effective safeguarding training.

**A new safeguarding and incident management microsite:** this was set up, designed and will be launched in Spring 2021 and available to all Federation staff – both in the Secretariat and in MAs. This microsite will provide a ‘go-to’ site for safeguarding (and incident management) offering a full range of information and resources, maintained by the Safeguarding Team.

### 3) Development of WISH MAs

Since the WISH programme went live in 2019, Safeguarding Advisers key responsibility has been to support the 16 MAs involved in the programme to work towards becoming fully compliant with safeguarding expectations and requirements of IPPF and FCDO which includes policies, systems, reporting and practice. This work has achieved a 19% increase in the average compliance status of 16 WISH MAs, taking the overall compliance of WISH MAs from 41% compliance to 60% by the end of 2020.

If divided by WISH lot 1 and Lot 2, the increases would be 25% and 12.5% respectively, which may be a reflection of the initial use of an external company for Lot 1 (due to language requirements) and the initial lack of follow up from the two regional Safeguarding Advisors. This was corrected in 2020 by the allocation of the Advisors to give follow up support to the Lot 1 MA’s. This was achieved through delivery of a range of activities, summarised in Table 1, building on the work undertaken in 2019.

**Table 3: Summary data of WISH MAs supported**

No. of WISH MAs Supported: in total, by region by the end of 2020 and 2019 for year on year comparison.		
MA Support Activity	2020	2019
<b>Provision of safeguarding sensitisation and development of safeguarding action plans</b>	<p><b>19</b> member associations under WISH 1, WISH 2 and ACCESS projects</p> <ul style="list-style-type: none"> <li>• <b>South Asia:</b> Pakistan, Nepal, Afghanistan</li> <li>• <b>Africa:</b> Nigeria, Ethiopia, Malawi, Malawi, DRC, Burundi, Cameroon, Chad, Cote d’Ivoire, Mozambique, Tanzania, Uganda, Zambia</li> <li>• <b>Arab World:</b> Sudan and Lebanon, Mauritania</li> </ul> <p>MAs were supported to work towards achievement of full safeguarding compliance through the development and monitoring of safeguarding action plans put in place in 2019.</p>	<p><b>13</b> member associations under WISH 2 and ACCESS Projects:</p> <ul style="list-style-type: none"> <li>• <b>South Asia:</b> Pakistan, Nepal, Afghanistan</li> <li>• <b>Africa:</b> - Ethiopia, Malawi, Malawi, Burundi, Mozambique, Tanzania, Uganda, Zambia</li> <li>• <b>Arab World</b> Sudan and Lebanon</li> </ul> <p>MAs were sensitised on key IPPF and FCDO safeguarding compliance standards and supported the development of safeguarding action plans.</p>

**Table 4: Safeguarding Training/Sensitisation events and activities delivered to WISH MAs**

Types of activity	2020	2019
MA/Groups trained	19	15
Number of training events	10	21
Number of participants	713	1435
No of staff received ethical behaviours training	141	-
No. of third parties oriented on safeguarding via ethical behaviours training	371	-

**Table 5: Summary of WISH safeguarding activities, learning for WISH and non-WISH MAs**

Activity	Impact	Learning for WISH	Learning for Global non-WISH MAs
<b>Initial compliance assessment of WISH MAs and monitoring of safeguarding action plans.</b>	Created a state of play map for the WISH MAs to inform the creation of action plans for progression towards compliance.	Further work required to increase MA understanding of the need for swift effective response mechanisms relating to safeguarding.	Compliance standards to be developed and implemented in the new MA accreditation system for all MAs.
<b>Continuous support to the safeguarding focal points (on ground and remotely through monthly calls).</b>	<p>Has resulted in increased knowledge on safeguarding hence confidence to deliver trainings in the member associations.</p> <p>Most of the safeguarding focal points now lead training and orientation activities in their respective MAs with remote support from the Advisors.</p>	<p>There is still a need to invest further in training in order to cascade the safeguarding training down to staff at the sub-regional level.</p> <p>The development of procedures to respond to Incident reports at the MA remain a challenge and will require continued support from safeguarding advisors in 2020</p>	Identification of all MA safeguarding focal points to build a community of expertise/knowledge and to share practice, lessons and effective approaches in safeguarding.
<b>Safe recruitment practices are increasingly being applied across WISH MAs.</b>	Proactive prevention of recruitment of individuals that seek to gain access to vulnerable adults and children.	Further embedding and oversight of safe recruitment practices to ensure maintenance of improvements made as a norm.	Implementation of safer recruitment practice checks implemented in the new MA Accreditation system for all MAs.
<b>Project staff empowered to include safeguarding checks during mission visits to the MAs.</b>	<p>Contribution to:</p> <ul style="list-style-type: none"> <li>• the oversight of compliance and safeguarding practice of MAs;</li> <li>• building a safeguarding culture at IPPF.</li> </ul>	Ongoing support and refresher training for all WISH staff to ensure their contributions can continue, underpinned by knowledge confidence and support from safeguarding experts.	Work required with all programme teams to consider how the approach implemented through WISH might be replicated.

**Conclusion**

The key weakness noted on Page 2, in relation to MA open safeguarding cases, does not represent ‘outlier’ information. Analysis of the work undertaken by the Safeguarding Advisers to support WISH MAs, indicates that while it is positive that a small number of MAs are significantly engaged and have made progress in respect of safeguarding compliance – covering for example, the existence of specific policies and a nominated member of staff as the focal point – this positive progression relates to MAs supported by WISH and *not* the full list of IPPF MAs.

In addition, compliance should be considered a minimum standard – as an organisation we should seek to strive for the creation of a culture change which goes above and beyond an assessment of compliance. It is positive that when the next round of MA accreditation is designed, safeguarding is being considered for inclusion in the accreditation process.

While the WISH programme provides an adequate budget for the continuation of this vital work and has also supported global activities, the support available to non-WISH MA's is limited for many reasons; including an 80% reduction in the operational safeguarding budget for 2021.

While this was understandably required to achieve the necessary budget savings required across the whole organisation, the impact of such a small budget for a global function should be obvious and expectations should be managed about what is 'reasonably' possible to deliver.

There will be a window of opportunity in 2021 to roll out the new safeguarding training materials to all MA's through but this would require extra allocation of regional office staff (perhaps human resources staff). This may not be feasible without the extra support required to MA's so that the required policy and human resources changes.

The significant learning about MA safeguarding practice achieved through the WISH programme has provided important information about the volume, complexity and specialist based work required to achieve a safeguarding culture and operational effectiveness. The vision of a Federation where safeguarding sits at the heart of how we operate is going to require significant work, commitment and adequate resources, but in the last 12 months despite significant challenge, good progress has been made.