**Global Safeguarding Report**

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**Period: 1st July 2022 – 31st May 2023**

1. **Introduction**

Brien Holden Foundation (the Foundation) is a registered charity with the Australian Charities and Not-for-Profits Commission (ACNC) and is an accredited non-governmental organisation (NGO) by the Australian Government’s Department of Foreign Affairs and Trade (DFAT) for delivering overseas aid and development programs.

Through our DFAT funding, we are part of the Australian NGO Cooperation Program (ANCP) that acts as the supporting mechanism enabling Australian NGO community development programs which directly and tangibly alleviates poverty, enables development of health and education infrastructures and consequently promotes sustainable economic growth in developing countries.

The Foundation is a member of the Australian Council for International Development (ACFID), the peak regulatory body for Australian international development work, and adheres to the self-regulatory Code of Conduct mandated by ACFID. The detailed and extensive Code sets the standards of how organisations must govern and manage themselves, how they communicate internally and externally, how they spend funds they raise, and best practices, principles and procedures for international program development.

The Foundation is committed to safeguarding those partners, individuals and communities it works with. We recognise that the nature of our work places our staff and representatives in positions of authority and trust in relation to the communities we work with, especially vulnerable adults and children. The Foundation’s staff and representatives have an obligation to uphold high standards of personal and professional safeguarding conduct at all times and must not abuse this position in order to exploit or manipulate another person or community.

The Foundation is also expected to apply the compliance standards developed by ACFID and DFAT to comply with both bodies Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) policies and associated compliance standards.

This policy sets out the Foundation’s approach to monitoring, preventing and responding to any safeguarding breach including sexual exploitation, abuse and harassment within programs, premises and activities by detailing and adhering to the core principles needing to be upheld.

1. **Our Commitment to Safeguarding**

Any abuse or exploitation of children or adults by our team members, partners or other representatives directly contradicts the principles upon which our development work is based and can inflict life-long harm on those experiencing it. Brien Holden Foundation has zero tolerance for sexual harassment, exploitation, or abuse of any kind amongst staff, partners, volunteers, contractors, partner organisations or beneficiary communities.

The Foundation takes its responsibility in this area very seriously and aims to provide a safe and supportive environment to hear all concerns, contexts, complaints and potential reports concerning sexual exploitation, abuse and harassment involving Foundation employees, Board members, consultants, volunteers, locums, interns and students.

1. **Our Safeguarding Approach**

We define safeguarding as our responsibility to ensure team members, operations and programs do not harm those we work with or put vulnerable populations at risk of abuse or exploitation. Our approach is founded on the following key procedures:

1. Safe recruitment process

Applicants are informed of the PSEAH and Child Safeguarding and Protection screening requirements during the interview process at the Foundation. This includes a police clearance or relevant criminal history check depending on country of origin. Where a Police Check cannot be obtained all reasonable measures, including undertaking background and reference checks and binding requirements such as statutory declarations, are taken to ensure personnel are low risk and eligible for gainful employment.

1. Hiring restrictions:

The Foundation reserves the right not to employ or contract an applicant if the recruitment process or background check reveals a previous SEAH incident history and/or the applicant is not suitable to work with beneficiaries. The Foundation will not hire or employ anyone with a prior conviction for SEAH or related offence.

1. Mandatory sessions on the Codes of Conduct, Child Safeguarding, PSEAH, Gender Equity, Disability Inclusion and Anti Bullying policies and procedures.

All the Foundation personnel are responsible for reading and signing the PSEAH and Child Safeguarding policy and Child Safeguarding Code of Conduct and following identified procedures, plus they are encouraged to championing best PSEAH and Child Safeguarding practices in the daily workplace. At the senior management level this includes maintaining an organisational culture that prioritises safeguarding against SEAH and fosters wellbeing for all persons regardless of level or frequency of employment or location.

Working in the global development context can raise geographical, cultural and gender-based challenges to PSEAH. Responsive programming and evolving program design have been an identified and recorded factor of change. The Foundation is committed to pursuing solutions of this nature in more locations.

In addition to training sessions at the time of staff joining and new partnerships, the Foundation conducts regular refresher sessions on Child Safeguarding and PSEAH policies.

1. Safeguarding is integrated into regular training programs

The Foundation is committed to educating staff, partners, volunteers, contractors, partner organisations as well as beneficiaries and target communities. The training sessions on PSEAH and Child Safeguarding policies are part of all regular training projects in the Foundation, for example, the Optometry Faculty Development Initiative. The Foundation has included training sessions on these two policies in teachers’ training on child eye health and vision screening.

1. Prevention measures and management

The Foundation ensures all personnel have access to, are familiar with, and know their responsibilities regarding the PSEAH and Child Safeguarding policy. Operational implementation, programs design and activities and education initiatives are undertaken in a way that protects personnel and beneficiaries from risk of SEAH. This includes the way in which information about individuals in our programs is gathered, communicated and stored.

The Foundation aims to implement stringent PSEAH and Child Safeguarding processes and procedures when recruiting, managing and deploying staff and associated personnel. Ensure all staff receive training on PSEAH and Child Safeguarding at a level commensurate with their role and apply the due diligence to monitor, evaluate and follow up any concerns of SEAH promptly and according to due process stipulated by this policy and by DFAT.

1. Safeguarding Risk Assessments

The Foundation has recently redeveloped the capacity assessment templates for Child Safeguarding and PSEAH which contributed to making the existing partner capacity process more comprehensive. The safeguarding capacity assessment templates enable the Foundation to learn about the internal systems and procedures of the partner organisations. Based on the safeguarding assessments, the Foundation and partner develop the safeguarding capacity-building plan. The Foundation extends its support to the partners in implementing the safeguarding capacity-building plans.

1. Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concerns and subsequent case management should be shared on a need-to-know basis only. This is private information which bear risk to those implicated and must be kept secure under strong and careful management.

1. **Key Achievements in Safeguarding in 2022-2023**

Since March 2019, the Foundation has developed the plan for PSEAH improvements across the organisation. During the year 2022-2023, key achievements have been made for the PSEAH as follows:

* PSEAH and Child Safeguarding assessment form templates were developed and used for partners across all countries, signed and updated in the Foundation’s filling system.
* A global safeguarding focal person was designated to promote PSEAH and Child Safeguarding throughout the organisation. In addition, regional safeguarding focal persons were also identified and designated. The designated safeguarding focal persons were oriented on their specific roles and responsibilities including coordinating staff training, monitoring compliance to relevant internal and external policies and coordinating policy reviews and serving as the central contact point for both internal and external queries.
* Most of partners across countries completed the ACFID’s on-line safeguarding training course (around 90%).
* The Foundation has allocated a dedicated phone number and created an email address to report any suspect matter and complaints relating to the PSEAH and Child Safeguarding. The contact details are available on the Foundation’s website.

***Key activities and data of achievement on safeguarding compliance provided by partner supported countries:***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Policy** | **Achievements** | **Participating Partner/s** | **No. of Participants/beneficiaries** | **No. of institutions** |
| **CHILD SAFEGUARDING** |   |   |   |   |
|   | **PAKISTAN** |   |   |   |
|   | -Partner’s Child Safeguarding Risk Assessment  | Doaba Foundation | 1 | 1 |
|   |  - Child safeguarding policy is explained in the partnership agreement for compliance.  | 1.   Doaba Foundation 2. Sindh Institute of Ophthalmology & Visual Sciences (SIOVS) | 2 | 2 |
|  | - Signing child safeguarding code of conduct by in–country partner staff  | 1.   Doaba Foundation 2. Sindh Institute of Ophthalmology & Visual Sciences (SIOVS) | 17 | 2 |
|   | - Orientation sessions/refreshers on child safeguarding policy and code of conduct to partner teams  | 1.   Doaba Foundation 2. Sindh Institute of Ophthalmology & Visual Sciences (SIOVS) | 21 | 2 |
|   | -Four new sessions and two refreshers | Doaba Foundation | 16 | 1 |
|   | Health education/promotion material dissemination at project locations | Doaba Foundation |   | 1 |
|   | 1: Community Optical Shop Layyah |   |   | 1 |
|   | 2: Community Optical Shop Talagang |   |   | 1 |
|   | 3: Community Optical Shop Sadiqabad |   |   | 1 |
|   | **VIETNAM** |   |   |   |
|   | * Partner’s Child Safeguarding Risk Assessment completed for partners
* Training on Child Safeguarding for HMU & UPNT students and staff and Ba Ria Vung Tau provincial eye hospital
 | University of Medicine Pham Ngoc Thach (UPNT) | 98 | 3 |
|   |  * Child Safeguarding policy is developed and put in place at partners’ organizations
 | Hanoi Medical University (HMU)Ba Ria Vung Tau Provincial Eye Hospital |  145 | 3 |
|   | **PNG** |   |   |   |
|   | Introduction and training sessions at each of 4 Provincial Health Authorities Eye Clinics | 1. East New Britain Provincial Health Authority  | 15 | 1 |
|   |   | 2. MOROBE Provincial Health Authority | 5 | 1 |
|   |   | 3. Western Highlands Provincial Health Authority | 6 | 1 |
|   |   | 4. Southern Highlands Provincial Health Authority | 6 | 1 |
|   | **TANZANIA** |   |   |   |
|   | Introduction and training sessions at one regional referral hospital, one district hospital, and one health clinic | 1.Kwimba District Hospital | 5 |  1 |
|   |   | 2.Nyambiti Health Clinic  | 2 |  1 |
|   |   | 3. Simiyu Regional Referral Hospital | 5 |  1 |
| **Total Child Safeguarding** |   |   | **287** | **19** |
| **PSEAH** |   |   |   |   |
|   | **PAKISTAN** |   |   |   |
|   | PSEAH capacity assessment  | Doaba Foundation | 1 | 1 |
|   | PSEAH policy is explained in the partnership agreement for compliance. | 1.   Doaba Foundation 2. Sindh Institute of Ophthalmology & Visual Sciences (SIOVS) | 2 | 2 |
|   | Orientation sessions/refreshers on PSEAH policy  | 1.   Doaba Foundation 2. Sindh Institute of Ophthalmology & Visual Sciences (SIOVS) | 21 | 2 |
|   | Four new sessions and two refreshers | 1.   Doaba Foundation 2. Sindh Institute of Ophthalmology & Visual Sciences (SIOVS) | 19 | 2 |
|   | **VIETNAM** |   |   |   |
|   | PSEAH capacity assessmentPSEAH policy is explained in the partnership agreement for compliance.ACFID PSEAH Training for partnersPSEAH policy is developed and put in place | 1. University of Medicine Pham Ngoc Thach 2. Hanoi Medical University 3. Ba Ria Vung Tau Provincial Eye Hospital | 98145 | 2 |
|   | **PNG** |   |   |   |
|   | Introduction and training sessions at each of 4 Provincial Health Authorities Eye Clinics | 1. East New Britain Provincial Health Authority  | 15 | 1 |
|   |   | 2. Morobe Provincial Health Authority | 5 | 1 |
|   |   | 3. Western Highlands Provincial Health Authority | 6 | 1 |
|   |   | 4. Southern Highlands Provincial Health Authority | 6 | 1 |
|   | **TANZANIA** |   |   |   |
|   | Introduction and training sessions at one regional referral hospital, one district hospital, and one health clinic | 1.Kwimba District Hospital | 5 |  1 |
|   |   | 2.Nyambiti Health Clinic  | 2 |  1 |
|   |   | 3. Simiyu Regional Referral Hospital | 5 |  1 |
| **Total PSEAH** |  |  | **287** | **19** |

1. **Looking Forward**

BHF believes that safeguarding is the responsibility of each and every Foundation team member and partner, and of each member of our sector as a whole. We will continue our work to ensure that all those affiliated with our organisation understand and champion that responsibility and have the resources and knowledge to act upon it.

Together, we are committed to ensuring everyone we come into contact with is treated with the respect and dignity they deserve.