
Safeguarding Champions

Terms of Reference

November 2019

Background:

In 2012, DFID launched the biggest programme dedicated to supporting the education of marginalised girls in developing countries. The Girls' Education Challenge (GEC) programme is currently a £300 million programme with the aim of helping up to a million of the world's poorest girls improve their lives through education and find better ways of getting girls in school and ensuring they receive a quality of education to transform their future. The programme operates in 18 countries, supporting 36 initiatives across Africa and Asia with a wide range of non-state organisations. PwC is the Fund Manager and works within an Alliance of PwC, SDDirect, Nathan inc and others.

Based on the evidence and lessons generated during the first four years of the GEC programme, DFID has evaluated its support and has committed to extending the GEC to 2025. This will include continued support for existing beneficiaries as well as support to additional interventions focused on marginalised adolescent girls. The following two funding windows have been established to fulfil this remit:

(i) GEC-T: Girls' Transition projects – to fund cost effective existing projects with innovations that accelerate girls' learning outcomes, retention and progression to the next level of education. Projects should make use of innovative partnerships to provide or strengthen further good quality primary and secondary education which is affordable, accessible and overcomes barriers for marginalised girls. This window will support existing GEC beneficiaries to achieve functional literacy and numeracy by completing their current cycle of education and transitioning to the next phase, including employment.

(ii) GEC-LNGB: Leave No Girl Behind projects – to fund a new cohort of highly marginalised adolescent girls to gain functional literacy, numeracy and other relevant skills to enable them to transition into or back to education, and onwards to work, particularly (a) adolescent girls that have already dropped out or never attended school and (b) young women trapped in either low quality, undervalued or extremely limited productive activity that are likely to remain in poverty without the support of education ; and (c) girls with disabilities who are highly disadvantaged and in some contexts more likely to be subject to school related violence or be out of school entirely. This window will support the empowerment of highly marginalised girls through schools, and also through after school clubs, mentoring and life-skills and other programmes that may improve learning and/or lead to better employment options.

Overview of Safeguarding:

The FM recognises that the safety of adults and children who come into contact with the GEC is a collective and paramount responsibility that requires the FM and fund recipients to work together. The GEC therefore has several workstreams to support this: (1) Compliance: through safeguarding action plans, contractual safeguarding special conditions and review and response to evidence submitted by projects to support them meeting the GEC's 14 safeguarding standards; (2) capacity development: through 1:1 discussions, webinars and support visits; (3) raising standards across different workstreams within the GEC and acknowledging the need to mainstream safeguarding through all of our work; (4) case management support. We aim to not only ensure our partners' work is compliant, but also is of a quality that ensures safe and equitable access to aid, that harm is not inadvertently caused by our work, and that beneficiaries and staff alike are protected from violence, discrimination and other forms of abuse. Our work merges 'traditional' safeguarding approaches with gender, GBV and child protection work to ensure a holistic, survivor-centred, trauma-informed approach is taken, whilst ensuring that our work is mindful of the root causes of the majority of safeguarding concerns.

Safeguarding Champion Responsibilities:

The *Safeguarding Champions* will be a group of highly motivated FM staff members, who will champion quality: implementation, monitoring; and evaluation of programmes to ensure: do no harm is taken into account; causes for concern and safeguarding reports are reported to the safeguarding lead immediately; safeguarding is centred in discussions at the cluster level of the FM's work.

The FM wishes to ensure that our project's interventions do not further perpetuate inequalities or cause harm to the communities we work with. In order to support the Portfolio Manager to meet their safeguarding objectives, the role of *Safeguarding Champion* was created. This ToR outlines their roles and responsibilities in more detail below, including expected time that line managers should allow for this important role to be effectively delivered.

Overall objective:

The purpose of the *Safeguarding Champions* is to ensure that safeguarding is at the centre of everything we do in the GEC. Without effective safeguarding in place, and without safeguarding taking precedence in all of the work we do, the GEC will ultimately fail in its aim to transform the lives of over one million of the world's most marginalised girls through quality education and learning.

Approach:

- *Safeguarding Champions* should be provided with a summary document of all projects they are involved in to be able to understand programming taking place and to enable contextualised and appropriate safeguarding input to the cluster;
- *Safeguarding Champions* will challenge work which exacerbates gender and other inequalities and which may cause harm as a result. Harm may be actual or potential.
- *Safeguarding Champions* will read, digest and apply industry standard texts such as: IASC Gender Handbook; IASC GBV Guidelines; the WHO Ethical and Safety Recommendations; IASC Child Protection Minimum Standards; The SPHERE Guidelines (2018); and all Keeping Children Safe Materials.
- *Safeguarding Champions* will challenge safeguarding concerns wherever they come up, in an accessible and engaging way, to ensure we attract advocates for this approach across all levels of FM operation.
- *Safeguarding Champions* will act as individual focal points for knowledge and support to clusters and will seek support from the Safeguarding Lead or the Safeguarding Manager where they are unsure.
- *Safeguarding Champions* will join regular meetings as a team with other Safeguarding Champions, the Safeguarding Manager and the Safeguarding Lead and will bring with them any key areas of safeguarding concern from their cluster to be taken forward by the Safeguarding Team.

- *Safeguarding Champions* will encourage the cluster membership to review all reports (quarterly and annual) submitted by the project – and to highlight areas of concern within these reports. Anything concerning is to be raised to the Safeguarding Lead who will then review whether this has been reported by other means to the FM and explore with the project the way in which reports have been handled. Key word reviews by Safeguarding Champions are acceptable given the time pressures involved (key work examples: safeguarding, violence, child protection, GBV, sexual, physical, emotional, corporal punishment, bullying, harassment).
- Every member of the FM is accountable for ensuring our partners' work is safe. They are also accountable in ensuring our programming meets the criteria set out in our safeguarding minimum standards. *Safeguarding Champions* will play an instrumental role in facilitating this.
- *Safeguarding Champions* will actively work with colleagues within their clusters to identify and promote opportunities to ensure programming is safe and equitable.
- *Safeguarding Champions* will gather stories of positive change and good practice on safeguarding discussed within clusters and share these with the Safeguarding Team to ensure learning opportunities and opportunities to showcase good practice within our work are not lost.
- *Safeguarding Champions* will engage with profile building activities and learning opportunities external to the GEC, occasionally attending safeguarding meetings and network opportunities wherever possible and when appropriate to their level of expertise – to be guided by the Safeguarding Manager and Safeguarding Lead where relevant.

Deliverables and Commitments from Safeguarding Champions:

Safeguarding Champions will directly contribute to ensuring the following three objectives are met:

1. Implement a common approach to interrogating the safety of GEC projects' work;
2. Identify and pursue opportunities to contribute to embedding safeguarding work within our partners programming;
3. Ensure that suggested work by the FM is scrutinised with regards to safety;
4. Identify opportunities to link up projects within clusters to learn from one and another, and highlight opportunities to multiply impact through advocacy or joint work at the cluster level and pursue these opportunities after reflection with the Safeguarding Lead, Safeguarding Manager and PM.

They will do this by:

- Acting as a liaison between the Safeguarding Team and the cluster;
- Checking that safeguarding is embedded within monitoring SoWs (drawing on the safeguarding monitoring guidance) and support identifying and developing safeguarding specific monitoring visits where necessary, with the support and knowledge of the Safeguarding Team;
- Ensure they have the right information, provided by the Safeguarding Team, regarding levels of compliance and SGAP progress, to be able to feed into the RAAG rating each quarter;
- Ensure risk registers appropriately reflect safeguarding – checking in with the Safeguarding Team during the Safeguarding Champions' meetings to discuss the FM approach to safeguarding and ways in which this relates to the SGAP process;
- Identifying gaps in knowledge and skills within the cluster and within the project and requesting training and support from the Safeguarding Team;
- Making all efforts to attend and actively participate in the regular Safeguarding Champions meeting;
- Ensuring all programme design is based on consultations with women, men, boys, girls, minority groups and people with disabilities, addresses different needs and does no harm.
- Input into RAAG and Risk based on feedback from the Safeguarding Team only: Safeguarding Team are to be asked ahead of meeting for input into any reviews with regards to compliance only.

They are not responsible for:

- Overarching safeguarding work – the Safeguarding Champions are not currently safeguarding experts (although over time it is envisaged that their capacity will be developed further);
- Safeguarding Action Plans;
- Safeguarding input into the RAM process without prior consultation with the Safeguarding Team.

Commitments from Line Managers:

It is acknowledged that the role of *Safeguarding Champions*' will be taken on by FM staff members, who have an existing workload. This role is a vital contribution to our safeguarding work.

In order for the *Safeguarding Champions*' to effectively complete their important role effectively, line managers will need to:

- Approve that up to 10% of *Safeguarding Champions*' time is to be spent championing activities, attending cluster meetings, reading, Safeguarding Champion meetings and capacity development and as such, the level of their other work should be reasonably adjusted to ensure appropriate focus is given to this role; *and*
- Include *Safeguarding Champions*' roles and responsibilities in each Champion's JD and performance evaluation annual targets.