



Safeguarding Bulletin - Edition 7

Tip sheet: [Disability-inclusive safeguarding South Sudan.pdf](#)
(safeguardingsupporthub.org)



Safeguarding Case Scenario - Lila's Story

An organisation delivered a safeguarding session for all its staff that seemed to be well-received. The session evaluations were positive, and it appeared that participants found the session useful and thought-provoking. However, one of the evaluations included an unsigned, hand-written note in the comments section. The note said, "This organisation is not a safe place. I have witnessed how some of our colleagues treat women and it is unacceptable. Something should be done about this."

A few weeks later, Lila, a volunteer from this organisation in Natu County, felt uncomfortable when one of the managers of the local partner she works with, started making comments about her physical appearance, followed by a few jokes of a sexual nature. He stood very close to Lila when he spoke to her, and she felt uncomfortable. She diplomatically told him that she did not like his comments. He replied that it was only to compliment her and continued to make the same remarks to her with subtle threats.

Lila's placement continued for another 3 months. She decided not to put in a complaint at that time because she believed that it would make the situation worse. Later when Lila returned to Canta, after her placement, she shared the actions of that manager to the designated person in her organisation. Lila indicated that there was no witness to the situation because the acts were always carried out when the two of them were alone.

Analysis

1. A safeguarding challenge has been identified in this scenario.
2. The volunteer might not be aware of the organisation's existing complaint reporting mechanisms and safeguarding policy.
3. This scenario raises issues of power, privilege, culture, social norms, and personal limits and boundaries.

Best Practice

1. Staff should be aware of the safeguarding policy, and the organisation's existing reporting and complaint mechanisms. Contact details of a designated safeguarding person should be made visible and easy to find in the office.
2. Complaint handling procedures should be clear, transparent, and timely.

3. The organisation should orient or train new staff and volunteers on the safeguarding policy and reporting procedures.
4. Staff should also be trained on expected standards of behaviour and be encouraged to report other staff who are breaching safeguarding procedures. At recruitment, background checks should be conducted to ensure that staff recruited have not breached any safeguarding policies in the past.

Safeguarding Focal Person Profile



I am Mawien Ayom Reec, I work for HealthNet TPO as Gender Equality Social Inclusion (GESI) Officer. My inspiration to get up and work every morning is the love I have for working with vulnerable communities. When I am not working, I read economics and business development books, and listen to local music.

Why is safeguarding important in your job?

Safeguarding is important because it shapes behaviour of all staff towards the culture of respect and dignity, thus protecting the people who we serve - especially children and vulnerable adults from harm and exploitation.

What do you think are the most important qualities an SG person should have?

An SG focal person should be accountable for his/her actions and be honest to people.

Can you tell us about a recent safeguarding initiative/improvement that your team have implemented?

HNTPO have accomplished the following initiatives:

1. Conducted safeguarding training to IP staff.
2. Conducted safeguarding training to County Health Department (CHD) and health facility staff.
3. Distributed 15 suggestion boxes to health facilities for feedback mechanisms.

Can you tell us a common misconception staff may have about safeguarding and could you demystify it?

Many staff believed safeguarding was another word of protection. The FCDO definition of safeguarding was presented as the process of *“Preventing and responding to harm caused by sexual exploitation, abuse, harassment or bullying upon both the people we are trying to help, and also people who are working in the sector.”*

Share any quote or advice you would like to give to our readers?

“Safeguarding prevents all from harm and all types of abuses”

[The Health Pooled Fund Safeguarding Toolkit](#)

The HPF safeguarding toolkit is an essential resource to include in your staff induction training to eventually improve safeguarding practices within your organisation.

[The toolkit can be found by clicking here.](#)



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