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[Safeguarding Bulletin Edition 8](#)

Suggested Reading: [Two essential steps to improving organisations' safeguarding practices - Safeguarding Resource and Support Hub \(safeguardingsupporthub.org\)](#)



[Safeguarding Case Scenario](#)

James - aged 36 years, is a popular staff member, and he is part of a large social group. After a new colleague - Mata, joined the same office, someone observed that in the last month the two of them were spending a lot of time together separate from James' usual group. Jena, one of the ladies from James' old friendship group approached a colleague after work with some concerns. She said that when she tried to ask James why he had suddenly broken off all contact with the group, he got very angry. James apparently said that everyone else was blind to what was going on in the country, and made comments that Mata had made him see sense. He allegedly made what Jena interpreted as a threat when he said, "Just you wait and see what we have planned."

In the same office, another employee called Beth who is known for being an inquisitive and

chatty member of the institution recently showed a complete change in her behaviour. For the last couple of weeks, Beth has been much quieter and withdrawn. While it is a very hot summer and Beth wore dresses a few weeks ago, she recently started consistently wearing clothes that cover her whole body.

Analysis

1- Is this a safeguarding issue?

This could be a safeguarding issue. You should already be aware of some of the potential behavioural indicators of radicalisation for example, distancing from old friends and being argumentative.

2- What have you identified in this scenario?

This has the potential to cause harm to other people if the threat of a potentially violent action is carried out. Beth's drastic change in personality may as well be a result of physical abuse occurring.

3- How is Jena's observation viewed by the colleagues?

If what Jena is saying is true, then James may have been radicalised, possibly by or alongside Mata. This has the potential to cause harm to other people if the threat of a potentially violent action is carried out.

4- Is Beth at risk?

There is no evidence that Beth is at risk of harm. However, as her colleagues know her well, there are suspicions that Beth's drastic change in personality coupled with the fact that she is wearing her winter uniform in hot temperatures when a few weeks before she was wearing summer dresses, may be a result of physical abuse occurring.

Conclusion

Although the person Jena approached with her concerns did not hear James making these types of comments directly, they must take Jena's claim seriously. Even though it may be that Jena is simply annoyed at James for leaving the group, her claims must not be dismissed.

All staff working in the organisation should be fully aware of their safeguarding duties.

All staff should have the knowledge to recognise the potential warning signs of any safeguarding concerns.

The most important thing to remember is to report any suspicions you have, even if you are not certain.

Safeguarding Focal Person Profile



Tell us your full names and the agency you work for?

I am Towongo Martin Mich, and I work for CORDAID.

What inspires you to wake up every morning and get to work?

I love to serve people, especially the vulnerable communities after the recurrent conflicts in the country that had various effects on people's lives, caused displacement, loss of lives and property.

What are your hobbies, what do you love doing when you are not working?

I love reading, sports and listening to music. I counsel friends.

Why is safeguarding important in your job?

Safeguarding is very important in my job because it is directly linked to the organisation's code of conduct and the Prevention of Sexual Exploitation and Abuse (PSEA) policy. As a Gender Equality and Social Inclusion (GESI) Officer, it helps me protect the beneficiaries and the staff of the organisation.

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

An SG focal person should always be conscious of people's concerns and must report any case identified or reported. The SG focal person must adhere to the PSEA policy to protect the beneficiaries and the staff in the organisation.

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

I am the GESI focal person as well as the safeguarding focal person. After the training and awareness we created among the facility staff and beneficiaries, there were no concerns reported. I always remind all the staff about safeguarding issues, and how to adhere to the PSEA policy and the Code of Conduct.

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

As a GESI and SG focal person, I orient and remind staff about the Code of conduct and the PSEA policy. All staff are trained on SG including incentivised health facility staff.

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

It's our responsibility and moral obligation to protect vulnerable people from abuse and exploitation, and always report any safeguarding concerns immediately.

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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