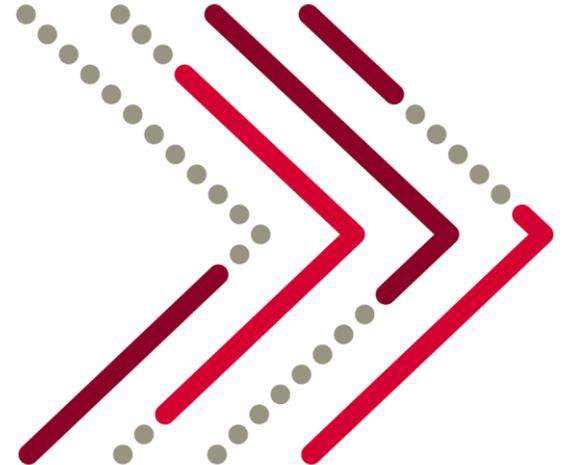




Safeguarding through the employment cycle

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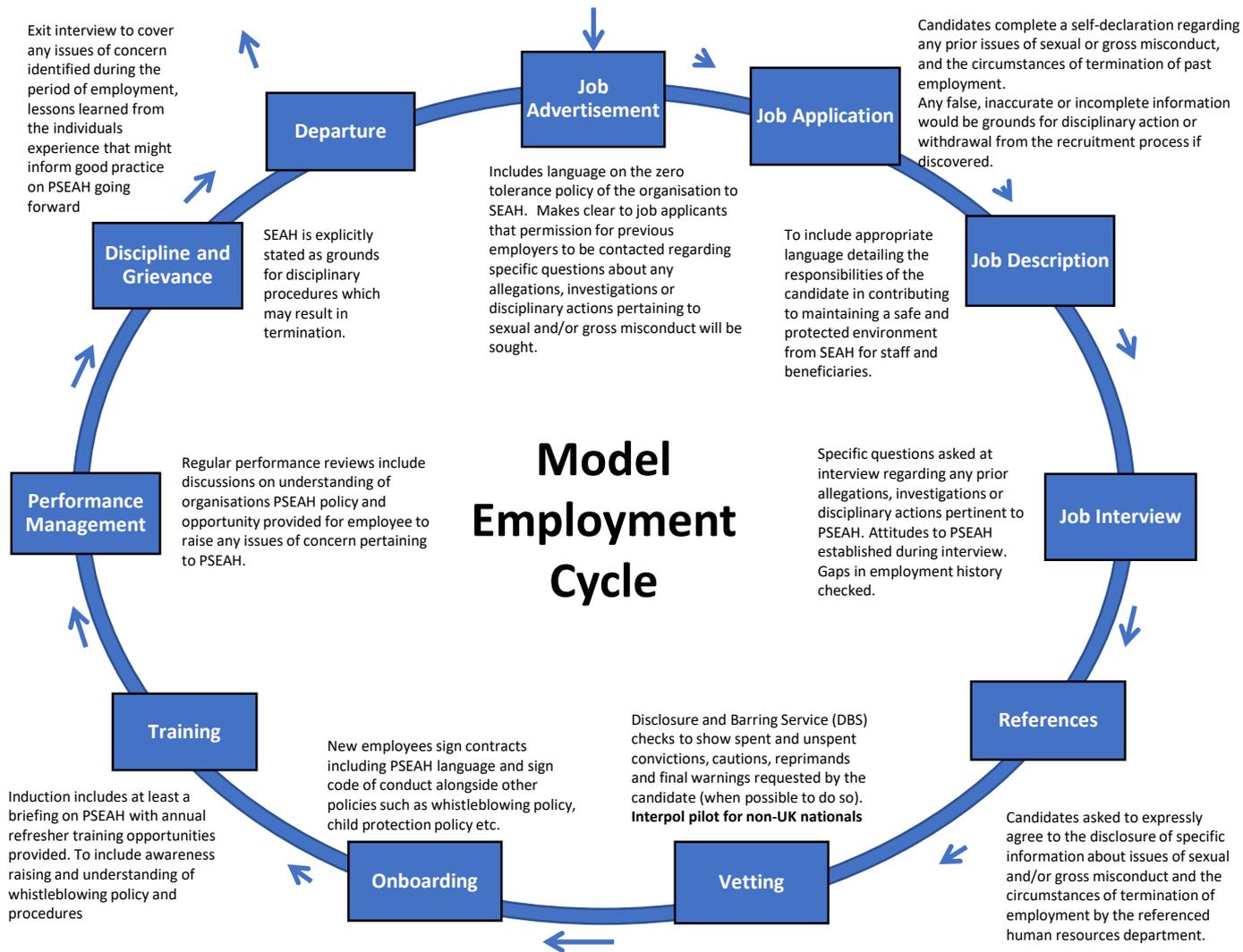
Safeguarding through the employment cycle

12:00 -13:00 – Seminar: Overview of employment cycle initiatives

- INTERPOL pilot
- Aidworker ID
- SCHR Misconduct Disclosure Scheme

13:00 – 13:30 Lunch

13:30 – 15:00 Facilitated discussion and feedback



Interpol pilot: Project Soteria

INTERPOL's Mandate

(Article 2, Constitution)

1. To ensure and promote the widest possible mutual assistance between all criminal police authorities within the limits of the laws existing in the different countries and in the spirit of the “Universal Declaration of Human Rights”;
2. To establish and develop all institutions likely to contribute effectively to the prevention and suppression of ordinary law crimes.

INTERPOL pilot: Project Soteria

Vision:

“Stopping perpetrators of Sexual Exploitation, Sexual Abuse and Sexual Harassment from working in the Aid Sector”

INTERPOL pilot: Project Soteria

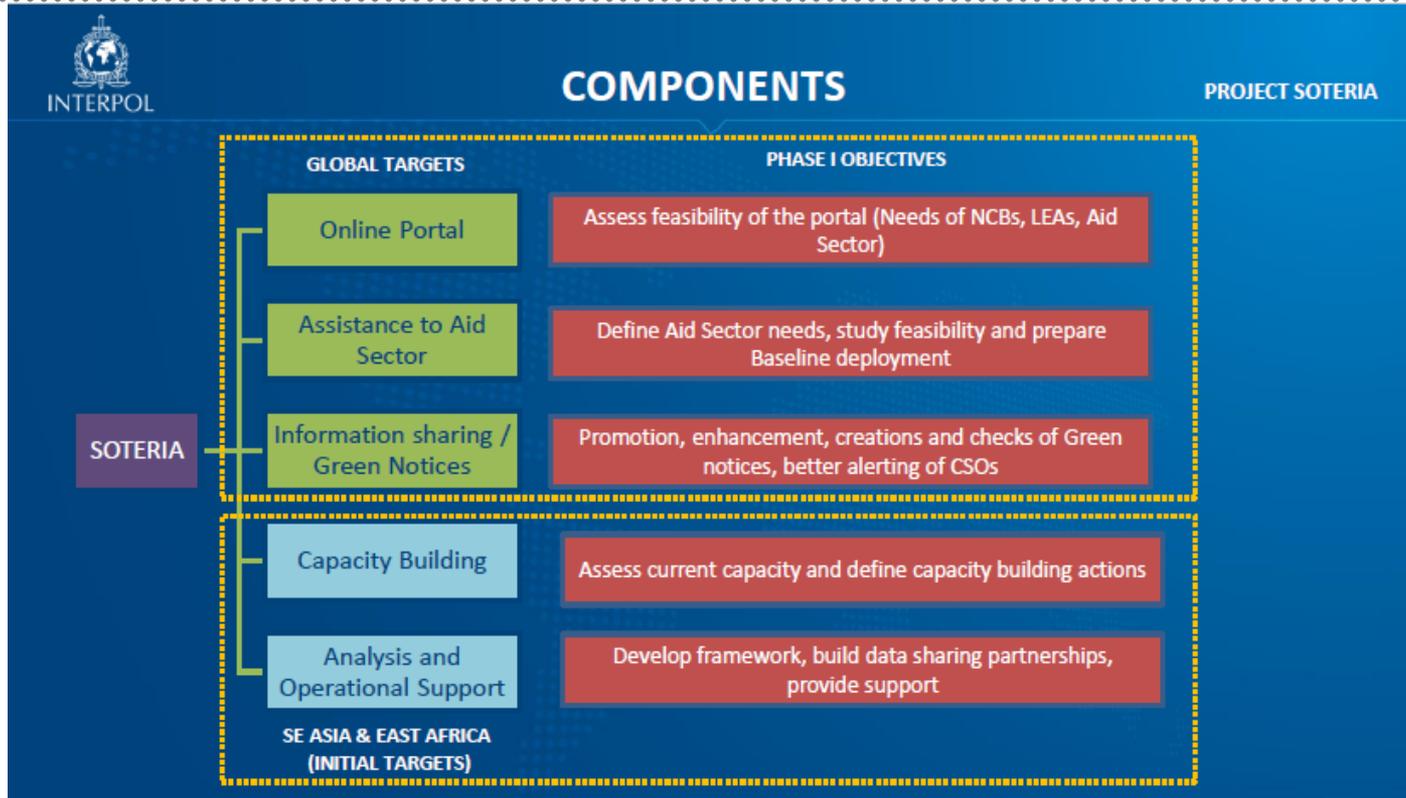
Mission:

- Provide a privileged access to Soteria portal, for aid sector to trigger background checks on their employees
- Build sex offender management & background checking capacity in member countries
- Equip INTERPOL with analysis and operational support on combatting sex offenders within the aid sector
- Equip aid sector to prevent, detect, act and report sex offenders to LEAs
- Share information on convicted sex offenders globally

INTERPOL pilot: Project Soteria



INTERPOL pilot: Project Soteria



INTERPOL Pilot: Project Soteria



Aidworker ID

The Aidworker ID is designed to

- Strengthen background checking;
- Reduce the ability of perpetrators to move between organisations;
- Making it easier to detect and deter abusers; and
- Improve the employment practice of capturing work history of individuals.

Aidworker ID

A portable, up-to-date, verifiable information source that the individual can present to employers to assist in decision making during the recruitment process. Possible options:

- A centralised model: creating a new third-party legal entity that acts as the data controller
- A decentralised NGO model: NGOs share information on employees directly with each other and the organisations or individuals own their own data
- A hybrid model: an umbrella organisation that outlines the principles and standards required for a passport scheme that allows existing and new systems to link up whilst being operated independently

Aidworker ID

Where is it at?

- DFID have convened a steering group of individuals with expertise in HR, systems, international law, technology and innovation to take this work forward.
- 5 work streams:
 - Governance: who should own and administer it?
 - System requirements: what information should it display?
 - Legal: what are the legal requirements?
 - Culture/adoption: how can we make it widely adopted across the sector?
 - Technology: what technology do we need to deliver it?
- Work already undertaken includes a mapping of existing ID-style systems and standard HR recruitment information. A legal review is currently under way.

Misconduct Disclosure Scheme

What is the Misconduct Disclosure Scheme?

- The scheme is designed to systematically address the problem of abusers simply moving countries or organisations when their behaviour is picked up
- The scheme complements other elements of a PSEA approach and other processes
- The scheme makes checks easier to conduct for signatories
- The Scheme provides a public commitment to making additional checks

Misconduct Disclosure Scheme

Background

- The scheme was created in 2018 and launched in January 2019
- Anticipate an increase in signatories in early 2020 once existing signatories have successfully started implementation at scale
- The scheme is linked to other specific efforts to prevent sexual exploitation and abuse through the employment cycle

Misconduct Disclosure Scheme

What does it do?

The Scheme consists of two main commitments:

- A commitment to systematically check with previous employers about any SEA issues relating to potential new hires
- A commitment to respond systematically to such checks from others.
- It enables any hiring organisation to get better information to make a better hiring decision
- It protects staff

Misconduct Disclosure Scheme

What doesn't it do?

- It doesn't 'blacklist' or 'whitelist' people
- It doesn't make the hiring decision for you
- It doesn't condemn staff to being unemployable
- Its not a substitute for a comprehensive Prevention of Sexual Exploitation and Abuse approach

Misconduct Disclosure Scheme

Is it legal?

- Identified a potential risk that such checks might expose signatories to legal action from departed staff or declined applicants
- Identified a potential risk from data protection regulators
- SCHR are confident any legal risk is significantly less than the risk of not implementing the scheme
- Working with specialist employment and data protection lawyers in different jurisdictions
- Creating a legal database of almost 60 jurisdictions for all signatories to refer to
- There are some manageable complications

Misconduct Disclosure Scheme

Where is it at?

- The Scheme has already impacted on over 475 recruitments this year
- At least 1,475 requests for misconduct data have been made
- At least 1,050 sets of misconduct data have been provided
- The scheme has already prevented the hiring of between 2 and 10 abusive staff

- This demonstrates that even in the current environment, abusers are still applying for jobs with large, high profile humanitarian organisations

Misconduct Disclosure Scheme

How to sign up?

- Ensure you have broad support across your organization, and ensure your chief executive is willing to sign you up and make it happen
- Think about what parts of your organisation are signing up
- Think about what systems will you need in place to implement systematically and sustainably
- Will you need additional staff time, or can it be absorbed into your existing reference checking process?
- How will you communicate the scheme?
- How does it complement your organisations' other Prevention of Sexual Exploitation and Abuse systems.

Misconduct Disclosure Scheme

How to sign up?

- Simply email schr@ifrc.org and express your interest
- SCHR will set up a 1-1 call to discuss next steps
- Actively recruiting new signatories from early 2020, once various support tools are in place, but welcome early bird signatories before then.

Safeguarding

Case Example – Project Soteria Workshop





'Albert'

- 47 years old
- Single
- Burundian National
- Rwandan Resident
- Roving Health

Specialist

- Safer Recruitment:

Interview

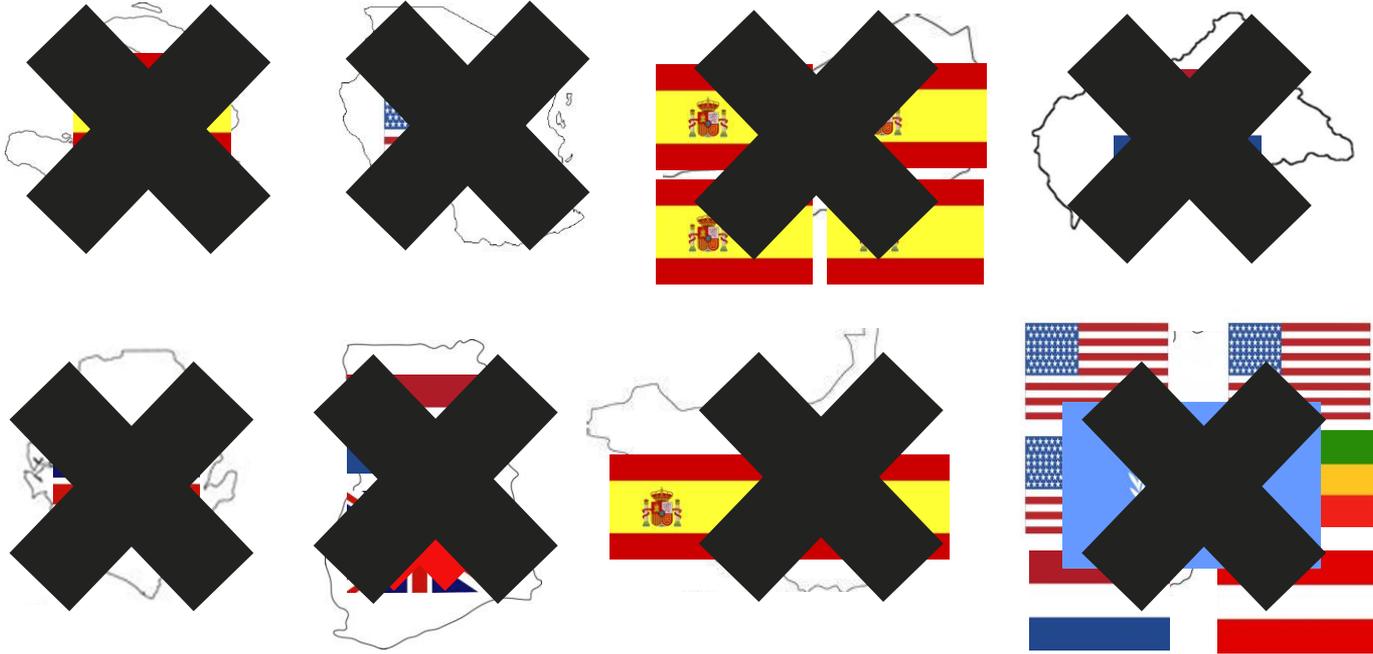
References

Background Checks

Self Declarations

Case Example - Albert

Project Soteria Workshop



Case Example - Albert

Project Soteria Workshop

	Yes	No
Have you ever been convicted of any offence?		X
Have you ever been dismissed from any employment or had any disciplinary action taken against you which may be related to work with a child/children under the age of 18 years of age?		X
Have you received any formal reprimands, final warnings, or cautions from the police?		X
Is there any other information which may be relevant to your application e.g. pending prosecutions etc.		X

Case Example - Albert

Project Soteria Workshop



- **3 visits to UK**
 - Induction and orientation week
 - Review of supplies and logistics
 - Staff Training / Development
- **11 Deployments**
 - Kenya (Cholera Response)
 - Sierra Leone (Emergency Preparedness)
 - Dem Rep of Congo (Emergency Preparedness)
 - Dem Rep of Congo (Mass vaccination Campaign)
 - Dem Rep of Congo (Mass vaccination Campaign)
 - Haiti (Primary Health Care)
 - Uganda (Primary Health Care)
 - South Sudan (Primary Health Care & Cholera Response)
 - Dem Rep of Congo (Primary Health Care)
 - Bangladesh (Primary Health Care)
 - Burundi (Emergency Preparedness)



Save the Children

Case Example - Albert

Project Soteria Workshop



“...as a result of the latest reputational crisis, they have investigated past cases of abuse and harassment throughout their Organisation.

They have come across the case of an employee who worked in...Haiti, abused a 15 year old girl who became pregnant and was dismissed...as a result of that. [The NGO] supported the family of the girl who eventually decided not to press charges.”

April 2018

Case Example - Albert

Project Soteria Workshop



- **Initial Steps**
 - Locate and Restrict
 - Accountability
- **Information**
 - Confirm information
 - Secure data
- **Investigation**
 - Logistics
 - Specialised, experienced & thorough
- **Decisions**

Case Example - Albert

Project Soteria Workshop



“Involved in a [name of INGO] Code of Conduct internal investigation.”

“We can’t give details because of Data Protection Law.”



Case Example - Albert

Project Soteria Workshop

- Can only relate to Haiti;
- Recalled friendship with a local family, who ran a market stall and had a 15 year old daughter;
- Never a cross word with the family and no complaints when in country;
- Called to local office when on annual leave and informed of an allegation;
- Strenuously denied misconduct;
- Dismissed without process and still a matter of conflict;
- Family seeking compensation
- Attended (first ever) safeguarding training and prompted to contact family through intermediary;
- Felt a charitable impulse to support the family financially;
- Why not them?
- Regularly financially supports others (cousins, nephews, sister etc);
- *May* have been misuse of IS equipment;
- Never exploited anyone;
- Beautiful, clever and healthy child;
- Just wants to help little **Alberta**

Case Example - Albert

Project Soteria Workshop

1. Failure to disclose dismissal in response to the question *“Have you ever been dismissed from employment or had any disciplinary action taken against you which may be related to work with a child/children under 18 years of age”* amounts to gross misconduct;
2. Having failed to disclose the dismissal, he also failed to disclose the information in response to the request: *“Is there any other information which may be relevant to your application e.g. pending prosecutions”* and that this failure amounts to gross misconduct;
3. The provision on financial support to the victim in the sexual misconduct case brought against him is a breach of Save the Children’s Child Safeguarding Policy and amounts to gross misconduct.

Case Example - Albert

Project Soteria Workshop



- **Appeal**
 - One count dismissed
- **Post- Employment**
 - Accountability
 - Law enforcement
 - Absence
 - Open Source
 - Reference...at last



Case Example - Albert

Project Soteria Workshop

- Inadequate employment reference;
- Criminal background checks inaccessible;
- Law enforcement engagement unclear;
- Reference information sharing refused;
- Information sharing challenging;
- No reference request;
- Disappearance of employment from CV.

Discussion and feedback

Aid worker ID

- What kind of roles might you use this for?
- What data should be included?

Misconduct Disclosure Scheme

- What challenges might you have implementing it?
- Are there any reasons why you would not sign up?
- What would the Scheme need to do for you to sign up?

Interpol pilot

Thank you.

Thank you and further information.

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Connect

