

SAFEGUARDING SERVICES

PREVENTING HARM AND CREATING SAFER SPACES

Safeguarding means to proactively prevent, and adequately respond to, sexual exploitation, sexual abuse and sexual harassment (SEAH) and other forms of harm.

Safeguarding is about understanding power dynamics. It is about deeply understanding how these unfold, interact and generate the social hierarchies that shape social and societal norms, attitudes and behaviours and influence organisational cultures.

This makes safeguarding particularly vital in humanitarian and development contexts, but it is equally important from workplaces and faith-based institutions to community organisations and sports clubs.

WHY IT MATTERS

Safeguarding is about **proactively preventing harm**, especially where power imbalances exist. It goes beyond compliance and requires an active commitment to:

- ✓ Take account of those you aim to assist
- ✓ Give account to your community and staff
- ✓ Be held accountable through transparent mechanisms.

Leaders must set the tone by investing in safe practices, strong policies, and effective complaints mechanisms, but creating safe organisation is everyone's responsibility.

A PEOPLE-CENTRED APPROACH

Safeguarding should always centre on the people most at risk. Effective safeguarding is survivor-centred and trauma-informed and:

- Recognises survivors as knowledge-holders
- Promotes healing through compassion and non-judgement
- Ensures all staff know how to respond to disclosures
- Encourages empathetic listening and bias awareness
- Requires everyone in an organisation or institution to understand why creating a safe environment matters, and their role in achieving that.

All of OSACO's Safeguarding training, support and investigations work is undertaken through a survivor-centred and trauma-informed lens.

ABOUT OSACO GROUP

OSACO Group are specialists in training and investigations. We help organisations of all kinds to anticipate, identify and combat human risk factors such as compliance, fraud, corruption, sexual exploitation and abuse, and ethics breaches.

Founded in New Zealand, with offices in the USA and West Africa, OSACO has assembled a global team of more than 60 specialist consultants with diverse experience and internationally recognised qualifications.

TRAINING EXPERTISE

OSACO Group's Global Head of Training, Claudia Zehl, has worked for over 15 years in humanitarian responses and international development.



Claudia has utilised, applied or shared her extensive experience in PSEAH and safeguarding in capacity development, training, investigations, mediation and facilitation.

Strengthening our safeguarding training and investigations services, OSACO Senior Consultant Alfred Zebi (FIFA Guardians™ Diploma) can also offer tailored safeguarding reviews, risk assessments, policy updates, and training for amateur and professional sports clubs and federations.

SOLUTION-FOCUSED SUPPORT TO STRENGTHEN YOUR SAFEGUARDING JOURNEY

Contact OSACO to get started.

info@osacogroup.com

www.osacogroup.com

START THE SAFEGUARDING JOURNEY - DUE DILIGENCE ASSESSMENT

OSACO's Safeguarding Due Diligence Assessment helps organisations evaluate and strengthen their safeguarding practices. It is a holistic approach that engages all levels of the organisation.

Our Due Diligence Assessment includes:

Identify – Who is most at risk from poor safeguarding practices? What are the operational risks?

Prevent – Are current policies and procedures thorough and effective? What improvements are needed?

Report – Are there clear, safe reporting channels?

Respond – How are disclosures handled and investigated, and what support exists for those reporting concerns?

Learn – How is learning embedded to prevent recurrence?

Following this assessment, OSACO can provide training and support to create a safeguarding plan of action which strengthens positive organisational traits and addresses areas needing improvement.



ADDRESSING ISSUES - WORKPLACE INVESTIGATIONS

If harm has already occurred, OSACO can help by:

- Investigating complaints and cases using a detailed, intersectional, trauma-informed approach
- Putting in place practical policies and procedures to prevent harm from re-occurring
- Training an organisation's staff to effectively manage future reporting, and to undertake quality internal investigations within a trauma-informed lens.

SAFEGUARDING IN SPORT

Sports environments, especially those involving young people, can carry unique risks. Safeguarding here must address:

- SEAH, bullying, discrimination, psychological pressure
- Power imbalances involving coaches, trainers, peers and even parents
- The need for strong policies, training, recruitment practices and reporting mechanisms.

OSACO can offer specialist assistance to sports bodies of all levels.

EFFECTIVE ORGANISATIONAL RESPONSES - INVESTIGATIONS TRAINING

OSACO offers comprehensive safeguarding investigations training so that designated individuals within your team can conduct safe and effective investigations internally.

Rooted in survivor-centred, trauma-informed practices this training will help you to:

- Understand the components and requirements for effective investigations
- Create a solid investigation plan
- Apply the PEACE interview model
- Understand and conduct trauma-informed interviews
- Write high-quality investigation reports.

Custom and Open Trainings Available

OSACO offer SEAH Investigations Training at open-entry events around the world.

We also provide bespoke training tailored to your organisational needs and local context; contact us to discuss your requirements.

Graphic: FCDO/International Academy - The Open University

EXPERIENCE, UNDERSTANDING AND PRACTICAL SAFEGUARDING SOLUTIONS.

Get in touch for a confidential conversation about your Safeguarding needs.

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