



**Safeguarding training Report conducted by
Plan International Liberia for BIRD Liberia
Submitted to:
Girls Not Brides (GNB)**



Training Dates: 22nd – 26th November 2021

BACKGROUND

Plan International Liberia was contracted by Girls Not Brides (hereafter referred to as (GNB) to conduct a safeguarding training for its partner (BIRD-Liberia) in Liberia.

BIRD-Liberia is a Liberia registered Local National Non-Governmental Organization (LNGO) striving to end child marriage through array of violence prevention and advocacy initiatives. BIRD's program target children, adolescent groups, chiefs, local government, & ETC BIRD-Liberia has a safeguarding policy which communicates the organization's zero tolerance to child abuse including Sexual Exploitation and Abuses (SEA).

BIRD-Liberia's Safeguarding policy covered staff, Board Members, stakeholder's, volunteers and associates and as well as beneficiaries. The policy affirms BIRD's program and activities should be implemented in a matter that DO NO HARM to beneficiaries, staff, volunteers and as well as Partners. This program, policy, procedure and practices have met international standard.

Considering BIRD's program against its capacity to implement the safeguarding policy, and practice, Plan International Liberia (hereafter referred to as PIL) conducted safeguarding training for BIRD's staff, and representatives of the affiliates (partner) organizations. Participating organizations were BIRD, Basket of Hope Liberia (BOHL), Women Solidarity Incorporated (WOSI) and Youth Dream for constructive Achievement (YDCA).

The 5 P's model (Child protection) covered:

- **P1: Perspectives on Children** - a reflection on external/wider society views about children (and different groups of children – gender, sexual orientation, with disabilities, ethnicity, age, etc.), and childhood, the impact of such societal views on children and what is needed for positive development.

- **P2: Personal Values and Attitudes** - a reflection on our personal values, attitudes and behaviours towards children, exploring the basis on which we hold these, understanding which of these support or hinder the safeguarding of children and how such values, attitudes and behaviours may impact on our ability to be effective protectors of children; to
- **P3: Problem of Child Abuse** – looking at the types of abuse and specific categories such as Sexual Abuse and Exploitation and learning about how Sex Offenders operate, abuse in various settings, and the signs indicators and impact of abuse; to
- **P4: Providing Safeguarding and Preventing Harm** - understanding the difference between child safeguarding and child safeguarding programme interventions; reflecting on the measures and framework an organisation can put in place to support the safeguarding of children; and understanding how to support organisations develop their own policies and procedures; and finally to
- **P5: Passing on Concerns** – understanding what is needed to ensure effective and efficient responses to concerns.
- Understand the range of roles and responsibilities that different people within an organisation hold for protecting children and creating a child safe organisation

GENERAL OBJECTIVES

The 5Ps Model was intended to help BIRD's Peoples (staff, volunteers, stakeholders and partners) to Become Active Protectors of Children. This creates Child Safe Organizations. The 5Ps training model is specifically designed to equip participants with appropriate skills and knowledge to take the Safeguarding Policy from 'paper' to practice', helping them to absorb the principles of their policy and to coordinate socialization and technical implementation of the policy.

Contribute to imparting knowledge and competence in BIRD'S Staff members, management teams and designated focal points to play their roles and responsibilities in mainstreaming safeguarding across all aspects of their work.

SPECIFIC OBJECTIVES

- 1- Use the safeguarding Foundation 5Ps model to identify the safeguarding gaps and together identify strategies to address these gaps accordingly.
- 2- To develop the capacity of staff members and focal points to take forward the learning by cascading to all volunteers and partners as soon as possible.
- 3- To mainstream safeguarding into policy, practices and procedures for BIRD and its partners and associates.

EXPECTED OUTCOME

Based on the specific objectives above the key outcomes were;

- ⇒ All BIRD's staff, partners and associate have a clear understanding of safeguarding risks facing children from an organisational setting, the need for safeguarding policies and procedures, how to support an effective safeguarding framework and in partner's organisation
- ⇒ Representatives of BIRD, BOHL, YDCA and WOSI (**15** participants) trained, and understand safeguarding and child protection
- ⇒ Demonstrated how to integrate safeguarding into their works as field workers, finance, administration, logistics, stakeholders, human resources etc.
- ⇒ Established a designated safeguarding lead (01 per organization)
- ⇒ Mainstream safeguarding in all BIRD's and its partners program, policy, procedures and practice.
- ⇒ Established safeguarding Focal Person for BIRDs in all locations and

- ⇒ Create understanding about community-based reporting mechanism (CBRM) to enhance safeguarding and mandatory reporting practice across BIRD, and partner organizations.
- ⇒ All staff/Partner understand the reporting mechanism and reporting flow chart for BIRD's Liberia
- ⇒ Designated safeguarding focal points were trained and understand how to identify risk and developed risk assessment in case of any youth engagement.

RECOMMENDATIONS:

- ⇒ Specific training for BIRD's focal point and Partners focal points to know their specific roles and responsibilities.
- ⇒ Safeguarding training for all volunteers working with BIRD's Liberia
- ⇒ Review policy to align with the Global Keeping Children Safe.

Annex1: List of participants for the workshops.

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Annex 2: Action

Plan of Action for Plan International Liberia and BIRD's Liberia				
Safeguarding	Objective	Helping BIRD's People in Liberia Become Active Protectors of Children and Young People and make BIRD Liberia a Creating Child and Young people Safe Organization		
	Outcomes	Making BIRD Liberia a safe place for children and Young people		
	Location/Date	Monrovia & Bomi		
	Key actions	Action Owner	Locations	Time frame
	Develop a safeguarding training pack that can be used for staff and partners with minimal adaptation for context (including a facilitator's guide, power point slides, case studies for discussion, etc.)	Plan International Safeguarding Team (Michael Kpange & Mohammed Kamara)	Monrovia	January 2022
	Developed a contextualized complaint mechanism for Staff and partners	Plan International Safeguarding Team (Michael Kpange & Mohammed Kamara)	Monrovia	January 2022
	Quarterly Refresher Training for all BIRD's staff	BIRD's Executive Director	Monrovia	TBD (To be discussed)
Focal Persons specific refresher session on roles and responsibilities	Plan International Safeguarding Team (Michael Kpange & Mohammed Kamara)	Monrovia	TBD	

	Conduct Risk Assessment session (exercise) on BIRD's activities, especially upcoming mass event.	Plan International Safeguarding Team (Michael Kpange & Mohammed Kamara)	Monrovia	TBD
	Support BIRD to develop Safeguarding framework with standards and indicators to enhance annual assessment or periodic on safeguarding compliance	Plan International Safeguarding Team (Michael Kpange & Mohammed Kamara)	Monrovia	TBD

Annex 3: Pictorial of training activities.

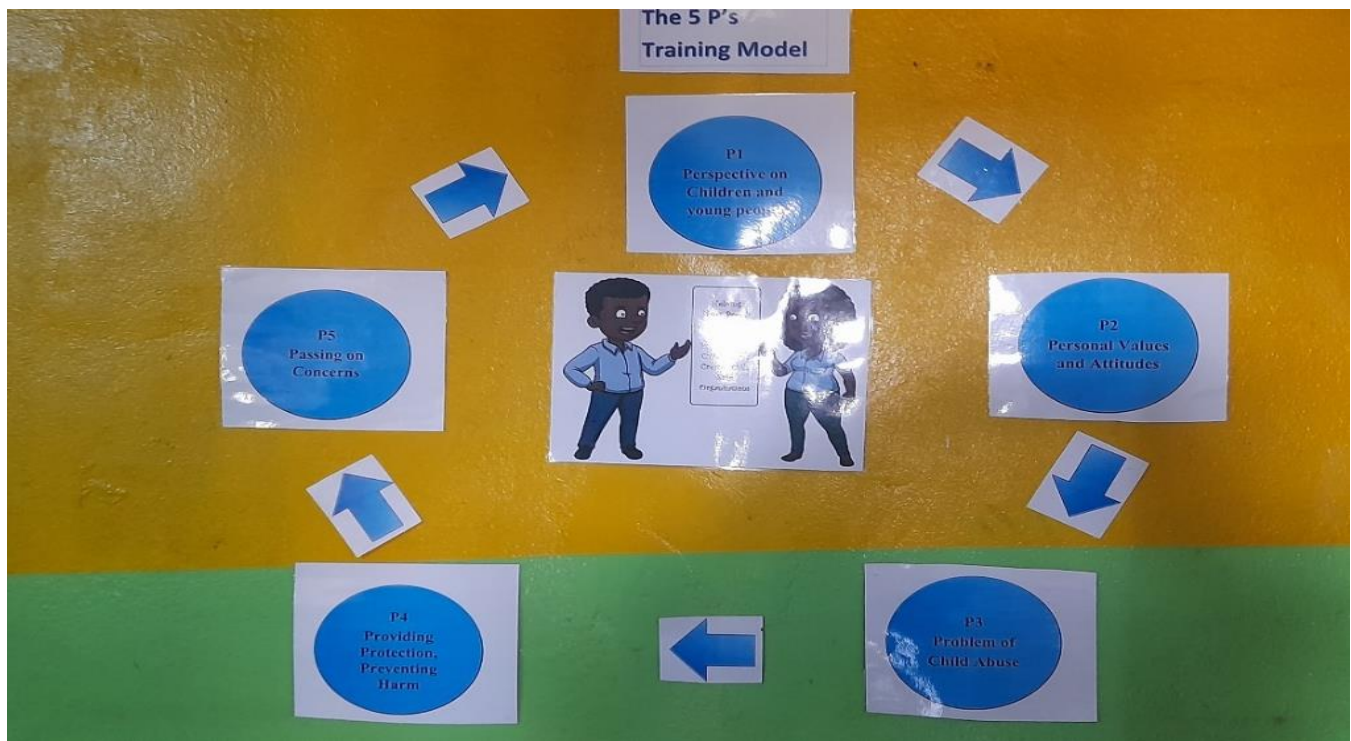


Figure 1: The 5Ps training model



Figure 2: Table discussion on perspective about children



Figure 3: Group discussion on power and privilege



Figure 5: Debate on Corporal Punishment