



AUSTRALIAN
COUNCIL
FOR
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DEVELOPMENT

A Statement from the Board of the Australian Council for International Development (ACFID)

1st annual update on the recommendations of the independent review to improve the practice and response in the prevention of sexual misconduct

June 2019

In 2018, following incidents of sexual misconduct in the aid and development sector reported in the UK media, the Australian Council for International Development (ACFID) commissioned two reviews examining the Australian aid and international development sector.

The first, conducted by Learning4Development, was a review into the strength of the ACFID Code of Conduct in setting standards for the prevention of sexual misconduct. The second, conducted by the Victorian Institute of Forensic Medicine (VIFM), was an independent review to improve the practice and response of ACFID's members in the prevention of sexual misconduct.

The reviews resulted in two reports outlining recommendations for strengthening the ACFID Code of Conduct and strengthening sector-wide practice and culture. ACFID accepted the recommendations of both reports and immediately began work to implement them.

Since November 2018 and the conclusion of the independent review, ACFID and many of its members have begun to build responses to the recommendations. This has included changes to the ACFID Code of Conduct which will drive mandatory requirements to members' policy and standards; the creation of an ACFID implementation plan setting a roadmap to deliver the recommendations; and internal organisational reviews of policy and practice against the recommendations, conducted by many of ACFID's members.

A period of sustained action is required by the sector to reshape and improve how it protects people. ACFID will prioritise supporting action across the membership to address the recommendations. This includes cross-sector learning initiatives to embed policy and cultural change; identifying and growing best practice; generating and highlighting leadership across ACFID's membership; and continued accountability to the safeguarding requirements in the code.

The Board has provided further detail on the key activities which demonstrate both how the foundations are being set and the initial activity to instigate collective action.

Implementation Plan

ACFID has produced an implementation plan for the sector and made this plan publicly available. ACFID determined that implementing the 31 recommendations required three work streams: policy and standards; learning; and leadership and accountability.

Firstly, policy and standards create the organisational foundation for change and define critical understanding and expectations at all levels of ACFID's membership. Secondly, the successful implementation of changes to policies, standards and culture requires more and better learning opportunities, including sharing best practice and hearing from experts within and external to the ACFID membership. Lastly, a robust and forceful movement for change requires a drive from the 'top'. This acknowledges that sector leadership is critical to the successful implementation of all recommendations.

ACFID invites scrutiny of this implementation plan and any feedback from partners and stakeholders.

Safeguarding Commitment in the ACFID Code of Conduct

At ACFID's 2018 Annual General Meeting, ACFID members agreed to the addition of Commitment 1.5 to the ACFID Code of Conduct: *We advance the safeguarding of those who are vulnerable to sexual exploitation and abuse*. This addition requires all members to have a Prevention of Sexual Exploitation and Abuse (PSEA) policy operating within their organisation and sets the basis for further policy changes (more detail can be found below).

Commitment 1.5 took effect on 1 January 2019, with compliance reporting due at the end of 2019. This reporting is mandatory and will be assessed by ACFID. In addition, ACFID has developed resources to assist members to ensure their compliance through the ACFID Code of Conduct Good Practice Toolkit.

Changes to the ACFID Code of Conduct's Quality Assurance Framework

The Quality Assurance Framework sets out the specific requirements members must take to comply with the ACFID Code of Conduct. Changes to the Quality Assurance Framework of the ACFID Code of Conduct have been now finalised. For example, the changes include a requirement for all members to have a documented investigation procedure, which stipulates that all misconduct complaints must be recorded, subject to the wishes and welfare of the complainants. These changes will take effect on 31 December 2019 and the first members will report by 31 May 2020.

Unlocking Sector Expertise and Building Collective Action

The PSEA Design Lab is a forum developed for ACFID members to pitch ideas, exchange good practice, and build a coalition across the sector to advance action in addressing the recommendations. Following a series of focus groups hosted by ACFID in June, a face-to-face event will be held in July 2019 where ideas developed from the focus groups can be explored in greater detail. ACFID will fund new initiatives arising from the Design Lab and launch a new safeguarding Community of Practice to harness the coalitions built through the Design Lab.

Contribution to the Department of Foreign Affairs and Trade's Prevention of Sexual Exploitation, Abuse, and Harassment Policy

ACFID is working closely with its partners and stakeholders to advocate for the uptake of the recommendations of the independent review. As part of these continuing partnerships, ACFID – in liaison with its membership – provided a submission to DFAT for the development of its PSEAH policy. ACFID will continue to communicate with the membership on how to effectively utilise this policy. ACFID is also talking to the government about the need to adopt a reportable conduct scheme. ACFID believes this scheme should be managed by the Australian Charities and Not-for-profits Commission.

The ACFID Board will continue to prioritise the implementation of the VIFM report and will provide the next update in June 2020.

ENDS

Further Information

If you have experienced violence as a result of this issue or know someone who has you can contact 1800RESPECT at any time of day to speak to a trained counsellor. You can call 1800RESPECT on 1800 737 732.

You can also find further information online about understanding sexual assault, harassment and coercion (<https://www.1800respect.org.au/violence-and-abuse/sexual-assault-and-violence/>), including how to report to police, and how to support someone who has experienced sexual violence (<https://www.1800respect.org.au/violence-and-abuse/sexual-assault-and-violence/sup-port>) on the 1800RESPECT website.

State based services with additional resources and support are available across Australia:

ACT – Canberra Rape Crisis Centre <http://www.crc.org.au/>

NSW – NSW Rape Crisis <http://www.nswrapecrisis.com.au/>

NT - Sexual assault referral centres <https://nt.gov.au/wellbeing/hospitals-health-services/sexual-assault-referral-centres>

QLD – BRISSC - <https://brissc.org.au/>

SA - Yarrow Place Rape and Sexual Assault Service <http://www.sahealth.sa.gov.au/wps/wcm/connect/public+content/sa+health+internet/health+services/yarrow+place+services>

TAS – Sexual Assault Support Service <https://www.sass.org.au/>

VIC – Sexual Assault Crisis Line <https://www.sacl.com.au/>

WA – Sexual Assault Resource Centre <http://www.kemh.health.wa.gov.au/Our-services/Statewide-Services/SARC>

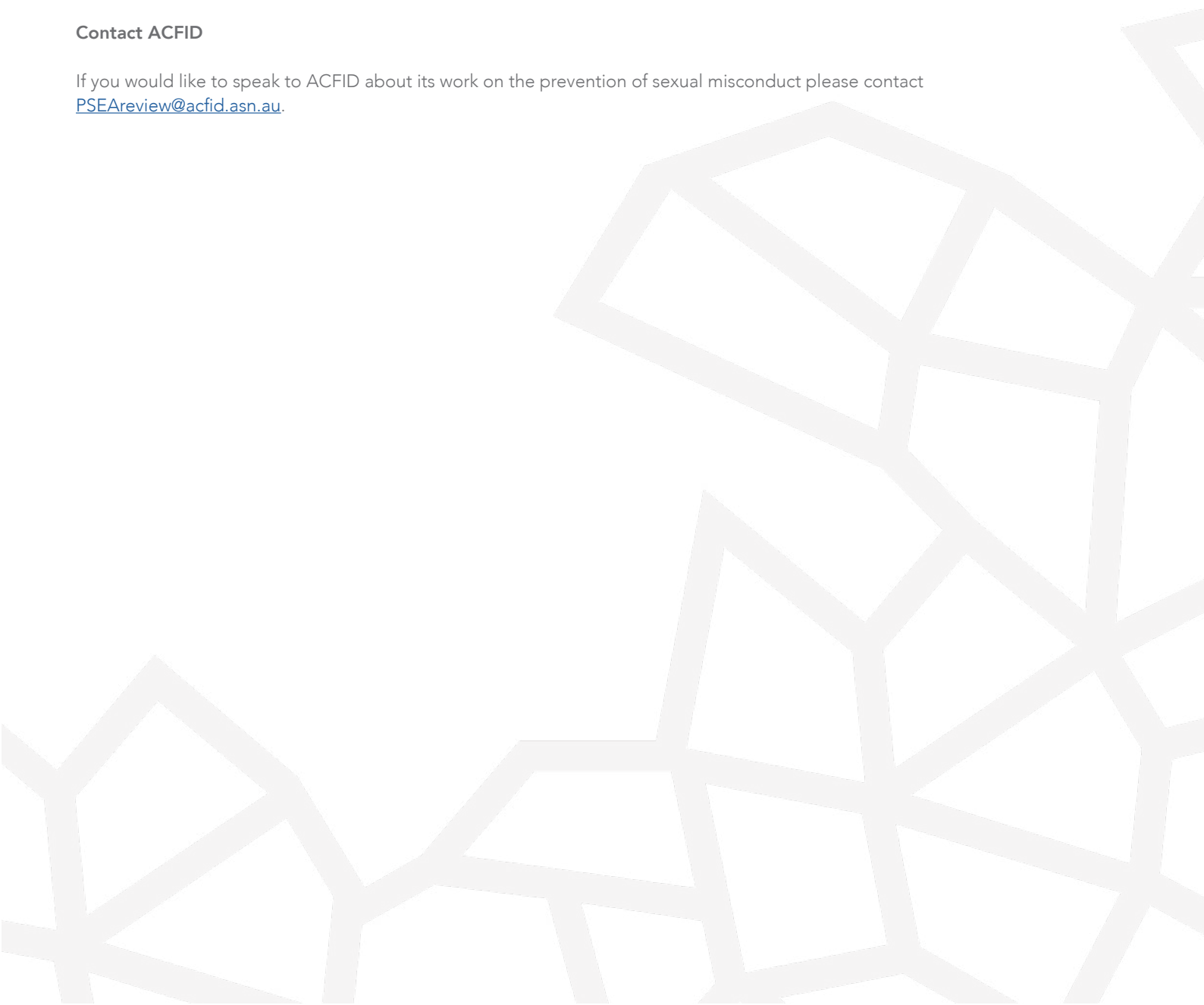
Using the ACFID Code of Conduct Complaints Mechanism

ACFID's Code of Conduct offers an independent mechanism to address concerns relating to the conduct of ACFID's members. Anyone can make a complaint against a [specific member](#) that is believed to have breached the Code.

Complaints should first be raised with the relevant ACFID member. All [ACFID members](#) have their own mechanisms to handle complaints and information can be found on their websites. If you are not satisfied with the response, you can then lodge a complaint with the [Code of Conduct Committee](#) who are responsible for investigating the complaint. For further information on complaints under the ACFID Code of Conduct visit [ACFID's website](#).

Contact ACFID

If you would like to speak to ACFID about its work on the prevention of sexual misconduct please contact PSEAreview@acfid.asn.au.



First Annual Safeguarding Update 2018-19

Snapshot of Achievements



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In 2018, the Australian Council for International Development (ACFID) commissioned two reviews to improve the practice and response of ACFID's members in the prevention of sexual misconduct.

The reviews resulted in recommendations for strengthening sector-wide practice and culture. This annual snapshot provides key achievements of ACFID, its members and a short report from the Department of Foreign Affairs and Trade (DFAT) and the Australian Charities and Not-for-profits Commission (ACNC) on action related to the prevention of sexual misconduct.

ACFID

Implementation Plan

After the ACFID Board's acceptance of all 31 recommendations made in the Victorian Institute of Forensic Medicine (VIFM) Report, ACFID produced an implementation plan for the sector and made this publicly available.

ACFID Code Changes

At ACFID's 2018 Annual General Meeting, members agreed to the addition of Commitment 1.5 to the ACFID Code of Conduct: *We advance the safeguarding of those who are vulnerable to sexual exploitation and abuse.*

Quality Assurance Framework Changes

ACFID has introduced changes to the Quality Assurance Framework of the ACFID Code of Conduct. For example, ACFID's members will be required to reference the prevention of sexual exploitation and abuse (PSEA) in their internal codes of conduct for staff.

Advocacy for a Reportable Conduct Scheme

ACFID has held meetings with numerous members of Parliament to discuss the need for the government to adopt a Reportable Conduct Scheme for charities.

Identification and Sharing of Best Practice

ACFID has developed the PSEA Design Lab, a forum for members to pitch ideas, exchange good practice, and build a coalition across the sector to advance collective action in addressing the recommendations. ACFID will fund new initiatives that arise from the Design Lab.

PSEA Resource Development

To assist members to ensure their compliance with the additions to the Code of Conduct, ACFID has strengthened the Good Practice Toolkit which is publicly available online.

Government Partnerships

ACFID is working closely with its partners and stakeholders to advocate for the uptake of the report recommendations, and as a part of this, ACFID provided a submission to DFAT for the development of its Prevention of Sexual Exploitation, Abuse, and Harassment (PSEAH) Policy.

ACFID Members

Uniting World

UnitingWorld has implemented a number of safeguarding initiatives and improvements following the VIFM Report. UnitingWorld's Board is currently incorporating a Leadership Charter on PSEAH into Board agreements, induction and on-boarding. Additionally, UnitingWorld has developed a Programs Safeguarding Plan to map and report to the Board Safeguarding milestones for every project and partner over a three-year period, including PSEAH, Child Protection, Complaints and Feedback Mechanisms and Gender Audits and analyses.

Anglican Overseas Aid

Anglican Overseas Aid (AOA) has been working with the Church Agencies Network Disaster Operations (CAN DO) consortium (part of DFAT's Australian Humanitarian Partnership) as part of its Safeguarding Working Group. The working group, comprised of faith-based agencies, commissioned pieces of work with the Humanitarian Advisory Group to map global and national sector's best practice, including recommendations from the VIFM report and an independent review of member agencies' safeguarding policies, codes of conduct, and procedures. AOA also collaborated with the International Women's Development Agency through the Gender Equity Community of Practice in response to the DFAT PSEAH Policy discussion paper.

Update from DFAT

Since the VIFM Report's release, DFAT released its PSEAH Policy in April 2019 developed in consultation with the sector and informed by the VIFM Report (as per recommendation 2 and 26). The policy stipulates that when safe to do so and in accordance with the survivors' wishes, all alleged sexual exploitation, abuse, or harassment incidents involving a criminal aspect should be reported to the correct local law enforcement channels. DFAT continues to work with the UK and other donors to improve global standards and reporting to reduce the risk of safeguarding incidents (as per recommendation 5 and 30). DFAT is working in partnership with a range of governments to build their capacity to address sexual violence through strengthened justice and health systems (as per recommendation 31).

Update from ACNC

The Australian Government's External Conducts Standards (expected to be implemented in July 2019) will operate in addition to the ACNC's existing Governance Standards and outline specific obligations for charities with overseas activities to protect people. In addition, the ACNC is developing a Governance Toolkit with one of the key areas being 'protecting people'. These materials were developed in consultation with DFAT and ACFID, as well as others in the not-for-profit sector. The Toolkit will be available from the end of August 2019.

More Information

Learn More and Give Feedback

Learn more about ACFID's work on the prevention of sexual exploitation and abuse on the website:

acfid.asn.au/content/psea

Here you can also provide feedback, and contact ACFID's Director of Development Effectiveness, Jocelyn Condon, who oversees ACFID's implementation plan.

Support Service Available

A partnership with 1800RESPECT, the national sexual assault, domestic and family violence support service, has been established to provide support—including information, referrals and counselling—for anyone affected by sexual misconduct in relation to the review's remit. If you have experienced violence as a result of this issue or know someone who has you can contact 1800RESPECT (1800 737 732) at any time of day to speak to a trained counsellor.

First Annual Safeguarding Update 2018-19

VIFM Recommendations Implementation Update



The Victorian Institute of Forensic Medicine (VIFM) conducted the 2018 independent review and made 31 recommendations for ACFID, ACFID's membership, DFAT and the ACNC.

ACFID has reported its progress against each recommendation based on a four-point scale and provided an update on the latest, key activity related to the implementation of the recommendation. Where the recommendation does not pertain to ACFID or ACFID's members, ACFID has provided commentary on what it has done to encourage or support its implementation.

Progress Indicators	N	S	I	O
Recommendation 1				
Establish a Reportable Conduct Scheme (RCS) subject to funding and legislative requirements to apply to all organisations subject to the ACNC External Conduct Standards.				
ACFID Update				
ACFID has held meetings with the offices of Assistant Minister for Finance, Charities and Electoral Matters, Senator the Hon Zed Seselja, and former Shadow Minister for Charities and Not-for-Profits, the Hon Andrew Leigh MP, to raise the issue of the need to establish a reportable conduct scheme for the prevention of sexual exploitation and abuse (PSEA). ACFID understands that additional legislative instruments would be required for such a scheme to be implemented by the Australian Charities and Not-for-profits Commission (ACNC). ACFID will continue to work with the ACNC, and responsible Ministers and Shadow Ministers, for the creation of the scheme.				
Recommendation 2				
ACFID and DFAT should develop a policy that allegations involving criminal sexual misconduct should be reported to local enforcement authorities as a default position. This should be regardless of local mandatory obligations, unless this is at odds with the wishes or welfare of the affected person or the life or serious welfare of the alleged perpetrator.				
ACFID Update				
ACFID has introduced changes to the Code of Conduct to address this recommendation. Under Commitment 1.5 (<i>we advance the safeguarding of those who are vulnerable to sexual exploitation and abuse</i>), an addition has been made to verifier 1.5.1. The addition requires members' PSEA policies to specify the agency's reporting responsibilities where an incident is identified, including processes for reporting to local enforcement authorities, subject to the wishes and welfare of the complainant/survivor. This updated verifier takes effect for ACFID's members on 31 December 2019. As stated by DFAT in the 'Snapshot of Achievements' section, DFAT released its PSEAH Policy in April 2019, developed in consultation with the sector and informed by the VIFM Report.				
Recommendation 3				
ACFID should monitor and engage in the development of multi-lateral international humanitarian passporting and registration schemes and other forms of regulation-tech.				
ACFID Update				
ACFID continues to engage both domestically and internationally on issues of humanitarian passporting and registration schemes, as well as emerging supporting technologies such as block chain. ACFID promoted new technologies at the ACFID annual Conference 2018 from Peter Baynard-Smith from Duty of Care. ACFID will continue to keep abreast of enabling developments in this space.				
Recommendation 4				
ACFID Member organisations should publicise all steps that they have in place to prevent and respond to sexual misconduct in their on and offshore activities through their websites.				
ACFID Update				
ACFID requires its members to place their PSEA policies on their websites. This is specified under Commitment 1.5 (<i>we advance the safeguarding of those who are vulnerable to sexual exploitation and abuse</i>) which took effect for ACFID's members on 1 January 2019.				
Recommendation 5				
DFAT and ACFID work together to advocate for international donor cross-recognition and accreditation of the ANCP accreditation system and ACFID Code of Conduct and ancillary Quality Assurance Framework systems.				
ACFID Update				
ACFID and DFAT will continue to explore possibilities for this recognition through our joint PSEA task group meetings. As stated by DFAT in the 'Snapshot of Achievements' section, DFAT continues to work with the UK and other donors to improve global standards and reporting to reduce the risk of safeguarding incidents.				

Recommendation 6	ACFID Member organisations should ensure that pre-deployment training includes scenario-based discussions about power imbalances, status and workplace cultures of the destination nation and how these factors can impact on work and personal relationships.	N S I O
ACFID Update	ACFID has introduced changes to the Code's Quality Assurance Framework to address this recommendation. Verifier 9.4.2 requires ACFID's members to have in place documented evidence of induction, pre-deployment and refresher training provided to all staff and volunteers on the Member's code of conduct and key policies including child protection, prevention of sexual exploitation, abuse and harassment, complaints and whistle blowing. These changes take effect for ACFID's members on 31 December 2019.	
Recommendation 7	ACFID Member Organisations should embed psychological welfare within their HR program as part of sexual misconduct prevention processes.	N S I O
ACFID Update	ACFID has not yet taken forward any action related to this recommendation.	
Recommendation 8	ACFID Member Organisations should support the understanding of healthy sexual relationships through training of field managers and regular local workshops for staff.	N S I O
ACFID Update	ACFID has not yet taken forward any action related to this recommendation.	
Recommendation 9	ACFID Member organisations should actively adopt measures to prevent and respond to transactional sex in field work (particularly in humanitarian response work) by making changes to Codes and policies, and through training and recruitment.	N S I O
ACFID Update	ACFID has introduced changes to the Code's Quality Assurance Framework to address this recommendation. Verifier 9.4.1 requires ACFID's members to have a documented code of conduct that specifies the values and expectations of professional conduct of all staff and volunteers. This now must include reference to child safeguarding behaviours, prevention of sexual exploitation and abuse, transactional sex, anti-bullying and sexual harassment; and an obligation on staff and volunteers to report wrongdoing. These changes take effect for ACFID's members on 31 December 2019.	
Recommendation 10	ACFID Member organisations should align approaches to sexual harassment, child protection and exploitation and abuse within a wider framework of gender equity whilst acknowledging the need for different responses to each.	N S I O
ACFID Update	ACFID has purposefully ensured that the scope and breadth of changes to the Code and the Quality Assurance Framework require members to take an organisation-wide approach to addressing PSEA in their agencies.	
Recommendation 11	ACFID through its Child Rights Community of Practice should consider a primary prevention strategy for child sexual abuse in the aid sector that may include promoting awareness of the Stop it Now! Campaign.	N S I O
ACFID Update	ACFID's primary prevention strategy for child sexual abuse in the aid sector is through the extensive child safeguarding requirements found in the ACFID Code. This is complemented by DFAT's mandatory reporting scheme under the Australian NGO Cooperation Program (ANCP) and the extra-territorial legislation relating to child sexual abuse. The further engagement of the expertise of the Child Rights Community of Practice on primary prevention strategy will take place after the formation of the aligned safeguarding Community of Practice in the second half of 2019 (see recommendation 28).	
Recommendation 12	ACFID should consider the development of generic sexual misconduct materials with a focus on gender inequity and power imbalances that can be localised by small Member organisations for implementing partners.	N S I O
ACFID Update	ACFID has begun the development of sexual misconduct materials that address the needs of small member organisations. Many of these are due to be released on the Good Practice Toolkit on ACFID's website on 1 August. ACFID is further considering the best ways to provide effective localised resources for use with partners through the PSEA Design Lab. This imperative also forms part of the PSEA learning workplan, with implementation due to commence with a training needs assessment in the second half of 2019.	
Recommendation 13	ACFID Member organisations should preferentially document all misconduct incidents even if the management response is "informal", considering the wishes and welfare of the victim/survivor.	N S I O
ACFID Update	ACFID has introduced changes to the Code's Quality Assurance Framework to address this recommendation. Verifier 7.3.3 requires ACFID's members to have in place a documented investigation procedure, which stipulates that all misconduct complaints must be recorded, subject to the wishes and welfare of the complainant. These changes take effect for ACFID's members on 31 December 2019.	

Recommendation 14	ACFID Member organisations should add gender and safeguarding expertise to the desirable skills and experience sought when recruiting new members for governing bodies.	N S I O
ACFID Update	ACFID has introduced changes to the Code's Quality Assurance Framework to address this recommendation. A new Good Practice Indicator (not compulsory for compliance) at Commitment 7.4 asks ACFID's members to seek out gender and safeguarding expertise as desirable skills and experience when recruiting new persons to the governing body. These changes take effect for ACFID's members on 31 December 2019.	
Recommendation 15	ACFID Member organisations should have safeguarding as a standing agenda item for governing body meetings and all misconduct incidents should be reported to senior management and governing bodies (in addition to compliance with contractual reporting requirements).	N S I O
ACFID Update	ACFID has introduced changes to the Code's Quality Assurance Framework to address this recommendation. Verifier 7.4.4 now requires ACFID's members to have documented protocols for the reporting of serious incidents to the governing body. This verifier further requires that safeguarding form a standing agenda item for governing body meetings. These changes take effect for ACFID's members on 31 December 2019.	
Recommendation 16	ACFID Member organisations should develop a leadership charter for governing members and senior managers which include a commitment to gender equity and safeguarding.	N S I O
ACFID Update	ACFID has begun early drafts of a leadership charter. ACFID anticipates this will be presented to its members in the second half of 2019.	
Recommendation 17	ACFID Member organisations should ensure that gender equity is an internal organisational priority as well as a program priority.	N S I O
ACFID Update	ACFID has introduced changes to the Code's Quality Assurance Framework to address this recommendation. Verifier 2.3.1 requires ACFID's members to have a policy, statement or guidance document that commits the member to promoting gender equality and equity and to non-discrimination in regard to gender identity. This verifier has been expanded to now also require members to address how these are prioritised and advanced within organisational equity programming as well as within the organisation's internal operations. These changes take effect for ACFID's members on 31 December 2019.	
Recommendation 18	ACFID Member organisations should work with their staff, partners and communities to challenge male attitudes towards girls and women, which permit or excuse sexual misconduct internally and in program activities.	N S I O
ACFID Update	ACFID has introduced changes to the Code's Quality Assurance Framework to address this recommendation. A new Good Practice Indicator (not compulsory for compliance) at Commitment 2.3 asks ACFID's members work with staff, partners and communities to challenge attitudes which permit or excuse sexual misconduct both internally and within organisational program activities. These changes take effect for ACFID's members on 31 December 2019.	
Recommendation 19	ACFID Member organisations should ensure that implementing partners have an informed understanding of what behaviours are inappropriate and how to report, investigate, document and manage sexual misconduct incidents.	N S I O
ACFID Update	ACFID has introduced changes to the Code to address this recommendation. The requirement for a PSEA policy under Commitment 1.5 must be extended to partners. ACFID's members were asked to nominate partners to attend the PSEA Design Lab in June 2019. ACFID is supporting a number of members to bring overseas implementing partners to this event.	
Recommendation 20	ACFID Member organisations should ensure that commitment to the rights of women and LGBTI+ persons and bystander responsibility training is included in sexual misconduct prevention training.	N S I O
ACFID Update	ACFID is presently working to prepare practical guidance documents for members on the application of Commitment 1.5 (<i>we advance the safeguarding of those who are vulnerable to sexual exploitation and abuse</i>). Guidance on sexual misconduct training that incorporates the requirements of this recommendation is to be provided in these materials. We anticipate the release of guidance for ACFID's members onto the Good Practice Toolkit on 1 August 2019.	
Recommendation 21	ACFID Member organisations should ensure that appropriate staff members are trained in international investigation of sexual misconduct or outsource investigations to specialist providers.	N S I O
ACFID Update	ACFID is currently working with staff from the Core Humanitarian Standard alliance to make investigations training available to ACFID's members. ACFID anticipates this will take place in November 2019.	

Recommendation 22	ACFID Member organisations should provide feedback to the person making a misconduct complaint within applicable privacy provisions and in consideration of victim/survivor needs.	
ACFID Update	ACFID's assessment was that guidance on the implementation of this recommendation did not require changes to the ACFID Code as this principle is already reflected in the guiding principles for developing a complaints-handling policy under Commitment 7.3, including transparency and responsiveness. ACFID is working to revise the accompanying guidance for developing a complaints-handling policy to ensure this is set out clearly within members' policies. ACFID anticipates that the revised guidance will be released on its website on 1 August 2019.	
Recommendation 23	ACFID Member organisations should develop a survivor-centred sexual misconduct response protocol based on guides, such as those produced by the CHS Alliance, to support internal investigations and UN Women.	
ACFID Update	ACFID introduced a new Commitment for members on 1 January 2019. Commitment 1.5 (<i>we advance the safeguarding of those who are vulnerable to sexual exploitation and abuse</i>) requires members to demonstrate a survivor-centred approach to PSEA, to outline how this policy is implemented in the organisation, and to specifically address the agencies reporting responsibilities where an incident is identified.	
Recommendation 24	ACFID Member organisations should include reparation for victim/survivors such as long-term access to medical and legal services and other forms of support in sexual misconduct policy design.	
ACFID Update	ACFID has introduced changes to the Code's Quality Assurance Framework to address this recommendation. Verifier 7.3.3 requires ACFID members' complaints-handling policies to now also commit the organisation to providing appropriate assistance and referrals to complainants (for example, providing assistance to complainants might include medical, social, legal and financial assistance, or referrals to such services.) These changes take effect for ACFID's members on 31 December 2019.	
Recommendation 25	ACFID Member organisations should be prepared to provide long-term support to victim/survivors, even after the employee has ceased employment, in cases of sexual harassment, assault and rape.	
ACFID Update	ACFID has introduced changes to the Code's Quality Assurance Framework to address this recommendation. Verifier 7.3.3 requires ACFID members' complaints handling policies to now also commit the organisation to providing appropriate assistance and referrals to complainants (for example, providing assistance to complainants might include medical, social, legal and financial assistance, or referrals to such services). These changes take effect for ACFID's members on 31 December 2019.	
Recommendation 26	DFAT and other donors should recognise the central cost of sexual misconduct safeguarding expertise as an eligible program cost for offshore work.	
ACFID Update	ACFID has raised this recommendation in initial discussions with the PSEA joint task group with DFAT. As stated by DFAT in the 'Snapshot of Achievements' section, DFAT released its PSEAH Policy in April 2019 developed in consultation with the sector and informed by the VIFM Report.	
Recommendation 27	ACFID should create a Safeguarding Peer-to-Peer Mentor Scheme.	
ACFID Update	In line with the approach set out in our implementation plan, ACFID has begun initial scoping research on international models to implement a scheme of this kind. We expect to have this scheme up-and-running in 2020 through building of the safeguarding Community of Practice, the sector leaders identified through the Design Lab series, and ACFID-led learning events taking place in the second half of 2019.	
Recommendation 28	ACFID should establish a Safeguarding Community of Practice (that aligns with, but is separate from, Child Protection and other related Communities of Practice (CoP)).	
ACFID Update	ACFID will be launching a safeguarding Community of Practice as an outcome of the PSEA Design Lab series held during June and July 2019.	
Recommendation 29	ACFID should document enhanced safeguarding good practice and tools in its Good Practice Toolkit for the Code of Conduct.	
ACFID Update	ACFID has engaged technical consultants to prepare and expand resources and guidance for ACFID's members. These materials will be released on ACFID's website on 1 August 2019, with further guidance and resources to be produced and revised according to members' needs ongoing thereafter.	

Recommendation 30 DFAT, ACFID & ACNC should work together to ensure the accessible provision of safeguarding resources. This may be through the proposed International Safeguarding Hub or through domestic arrangements.

N S I O

ACFID Update

ACFID continues to work closely and proactively with DFAT and the ACNC to ensure the accessible provision of safeguarding resources. Our Code team have provided extensive feedback on the ACNC's compliance toolkit and resources to support the roll-out of the External Conduct Standards, specifically regarding the protection of vulnerable persons. ACFID continues to develop and release safeguarding resources on our Good Practice Toolkit, which is freely available. We continue to monitor the progress of the International Safeguarding Hub, which is yet to be formed. As stated by DFAT in the 'Snapshot of Achievements' section, DFAT continues to work with the UK and other donors to improve global standards and reporting to reduce the risk of safeguarding incidents.

Recommendation 31 DFAT should consider capacity development in the investigation of sexual violence as an aid priority for justice and health systems in nations where it is determined that there is clear service failure.

N S I O

ACFID Update

ACFID will continue to advocate for the uptake of this action in discussions with the joint PSEA task group with DFAT. As stated by DFAT in the 'Snapshot of Achievements' section, DFAT is working in partnership with a range of governments to build their capacity to address sexual violence through strengthened justice and health systems.