



Society Building
8 All Saints Street
London
N1 9RL, UK
+44 (0)20 7837 8344
bond.org.uk

Sarah Champion MP
Chair of the International Development Committee
House of Commons
London
SW1A 0AA

22nd March 2021

Dear Sarah,

Developing and modelling a positive safeguarding culture: A tool for leaders

We are pleased to share with you the news that Bond has today launched a new tool to help guide leaders of organisation through how to assess their organisational culture in relation to safeguarding and develop clear actions to help prevent all types of harm, including sexual exploitation, abuse and sexual harassment (SEAH). We have often referenced the importance of organisational culture in many of our evidence submissions to the International Development Committee inquiries, and we're delighted to launch this initiative as part of our long-term commitment to driving out sexual abuse and exploitation in the NGO sector.

The discussion-based tool was developed by an NGO safeguarding working group on leadership and culture and Bond to encourage leaders from organisations to work through 6 areas identified as the foundations of a strong safeguarding culture: accountability; policies and processes; do no harm/safer programming; survivor-centred approach; awareness-raising; and safer recruitment and HR processes. Each section is broken down into behaviours that support a positive safeguarding culture and includes questions for guided discussion and actions to consider and commit to.

At the 2018 Safeguarding Summit, NGOs committed to driving cultural change and addressing structural inequalities from the top, to create a shared and understood standards of behaviours for leaders and organisations, which challenge cultures conducive to abuse, and to help organisations assess their cultures from within. The tool was developed to follow through on this commitment and to support leaders to generate the conversations and actions we know are necessary to prevent harm, including sexual exploitation, abuse and sexual harassment. It is complemented by a shorter culture tool to help the wider organisation make sense of what an effective safeguarding culture is.

Yours sincerely,

Stephanie Draper
CEO
Bond