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SAFE FROM HARM MODULAR TRAINING PROGRAMME

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Example of the training modules to deliver Safe from Harm (SfH) training for Adults in the National Scout Organisations and National Scout Associations (NSOs/NSAs)

INTRODUCTION

Purpose of the training programme

The purpose of this training material is to support the NSO/NSA structures responsible for the development of a safe Scouting environment (Adults in Scouting National committee, training teams, Safe from Harm committee, teams, and/or working units) to provide a minimum level of implementation of the Safe from Harm measures with a focus on the Adults within Scouting.

Competencies developed by participants

Adults participating on the training programme will develop:

- comprehensive overview of the Safe from Harm area and World SfH policy,

- understanding and raise of awareness on the importance of Safe from Harm in Scouting,

- skills on how to create prevention and response measures and how to react in case of harm or abuse,

- the possibility to plan further actions in creating safer environment.

How to use this training programme

The intent is to make this training programme to be added on the existing training activities for adults. It can be used, for example, during trainings that lasts multiple days for various roles in the NSOs/NSAs. However, it can also become a one day self-standing Safe from Harm training course. It serves also as an integration programme for new volunteers or staff. Modules can be spread among other courses during the lifecycle of volunteers. For the future, some of the modules will have online e-learning versions, so you can create a blended learning opportunity.

Methodology

Safe from Harm (SfH) training programme responds to different needs and style of adult learners such as:

- exploring SfH from different perspectives,

- being active during all modules,

- having the possibility to reflect and exchange views,

- using scenarios and case studies,

- working with available resources and tools.

Modular structure

For the flexibility of integration into existing NSOs/NSAs training scheme, Safe from Harm training has four SfH modules:

- What is Safe from Harm (understanding the basics - WHAT)

- Safe from Harm purpose (understanding the purpose - WHY)

- Prevent and react (developing approach how to do it - HOW)

- From talking to walking (possible next steps – WHAT NEXT)

Resources and tools available

For the purpose of implementation of this training programme, some tools and resources are available to trainers:

- **World Safe from Harm Policy:** The policy aims to keep Scouts Safe From Harm by supporting the development of National frameworks with local effectiveness, that will promote the wellbeing, healthy development and safety of children and young people by providing them with a safe environment throughout their time in the Scout Movement. Available in all 5 WOSM languages.

- **Get to know the Safe from Harm Policy – Presentation:** This resource offers a general introduction to the World Safe from Harm policy, including definitions, areas of implementation, and some guiding questions to help begin the reflection on Safe from Harm in a NSO/NSA.

- **WOSM Code of Conduct:** The WOSM Code of Conduct acts as guidelines on how members of the WOSM Team are expected to behave with other Scouts, and also when attending non-Scouting events and representing WOSM. This document helps to clarify, in concrete terms, what is expected of each member of the WOSM Team. Also could serve as an example for the NSOs to develop own NSO Code of Conduct.

- **Safe from Harm Self-Assessment Tool:** The Safe from Harm self-assessment tool helps your NSO to assess the level of development and consistency with the Safe from Harm rules and procedures introduced in the World Safe from Harm Policy. Available in English, French, Spanish and Arabic.

- **Scouts Create a Safe from Harm World** – This poster/banner offers an overview how scouts can create a world that is Safe from Harm. It suggests some basic ingredients for youth and adults, as well as for scout events and structures, in terms of contributions to creating a safe environment.

- **Creating a Safe Environment for Children and Young People in Youth Organizations:** This Safe from Harm project report shares details about the project, importance of child protection, and Safe from Harm in National Scout Organizations. Safe from Harm! Is a project focusing on implementing and improving child protection in Scout organisations.

- General Safe from Harm e-learning (English) (French) (Spanish) (Russian) (Arabic) which primarily designed for WOSM volunteers and staff but is also suitable for all other volunteers and staff in Scouting. It aims to help them understand how to recognise, prevent and act towards inappropriate behaviour and give some guidance on the expected behaviour of WOSM representatives, to ensure we all work in a safe environment.

- Safe from Harm for everyone – with focus on understanding that keeping young people and adults Safe from Harm is everyone's responsibility and discovery how all can create and maintain a safe environment.

- Safe from Harm Anti-Bullying Toolkit - intends to guide adult leaders on how to empower young people on the issue of bullying by offering educational tools for all age groups.

- SfH: Be Safe Online! - Explore this short course as a guide for your safety in the Online world. Learning how to keep yourself and others Safe from Harm on the Internet it's the first step for a better virtual community!

Alignment with the Sustainable Development Goals

The content and purpose of this training material is aligned with the Sustainable Development Goals (SDG) in particular with:

- Good Health and Well-being (SDG 3); the learner has the capacity to perceive when others need help and to seek help for themselves or others,

- Quality Education (SDG 4); the learner is able to promote the empowerment of young people,

- Reduce Inequalities (SDG 10); the learner is able to identify and analyze different types of causes and reasons for inequalities,

- Peace, Justice and Strong Institutions (SDG 16); the learner is able to collaborate with groups that are currently experiencing injustice and/or conflict.

TRAINING MODULES

SfH module:
What is Safe from Harm

Aim:

To introduce the Safe from Harm and to raise the understanding of the SfH basics.

Learning objectives:

By the end of the training module participants :

- be familiar and know about World Safe from Harm Policy and other useful resources,

- identify different types of abuse,

- understand the position of trust between educator and educatee.

Training content:

- Fundamentals about the Safe from Harm in Scouting.

Duration:

approx. 45 min

Resources, visual aids, other materials needed:

- Presentation 1

Training process (step by step):

	Content	Resource/Method
1	Brainstorming: what does SfH means for you?	Presentation 1/brainstorming
2	What is the World SfH Policy	Presentation 1
3	Participants need to find the definition which matches the good word	Presentation 1/exercise
4	Explanation of the Safe environment and what SfH means in Scouting	Presentation 1
5	Presentation of two types of abuse framed in the World SfH policy	Cases
6	Targets of the policy	Presentation 1
7	Abuse at every level	Presentation 1
8	Explaining the position of trust	Presentation 1
9	Acting to provide a Safe environment	Presentation 1
10	Presentation of the 4 areas of SfH in Scouting	Presentation 1
11	Presenting WOSM SfH Service and resources	Presentation 1
12	Wrap up	

TRAINING MODULES

Aim:

To provide an outline of Safe from Harm in World Scouting.

Learning objectives:

By the end of the training module participants:

- will have general overview about Safe from harm in the present world context,

- will have a deeper insight in the development of the SfH in Scouting,

- will know the tools for supporting SfH development,

- will understand how they can contribute towards Safe Scouting.

Training content:

- Importance of this topic these days in the world;

- contribution of some international organisation in this field;

- History of the work on the SFH in Scout movement;

- SFH and the image of Scouting;

- SfH support materials and tools.

Duration:

approx. 90 min

Resources, visual aids, other materials needed:

- World Safe from Harm Policy

- Presentation 2

✷ Training process (step by step):

	Content	Resource/Method
1	**Why is the concept of Safe from Harm important?** Safe from Harm is … **Share positive aspects:** 1. It is fundamental right of every person to be safe 2. Providing a safe environment where young people can be empowered and where they can have a positive and better experience in Scouting 3. SfH also protects the NSO/NSA, the adult leader and other supporters of Scouting **Share some negative examples:** 1. e.g. historical child abuses cases 2. The negative effects on young people 3. The negative effects on NSOs/NSAs as a result of a catastrophic event - PR, membership, financial impact	Participation through questions/issues raised with participants on what they think
2	Highlight of some relevant materials from international organisations and WOSM on the importance of child and youth protection	Presentation 2
3	WOSM's tools supporting NSOs/NSAs in keeping young people safe	Presentation 2
4	SFH and the image of Scouting: How SFH affects positively on the image of Scouting	Presentation 2
5	How can everyone contribute towards Safe Scouting: 1. All leaders trained in SfH; 2. All young people aware of SfH; 3. NSOs/NSAs have a SfH policy and robust systems for reporting, management and resolution of SfH concerns; 4. Establishing meaningful partnerships with others.	Small groups discussion, NSO/NSA "reality" presentation
6	Wrap up the module - Safety begins with you	Message

TRAINING MODULES

SfH module:
Prevent and react

Aim:

To present how SfH works "in practice" by the different target groups.

Learning objectives:

By the end of the training module participants:

• will recognise harmful situations and learn how to prevent them and in case of appearance how to react to them,

• will be able to identify essential SfH measures and make plan for implementation and changes.

Training content:

• NSO/NSA areas of work in relation with SfH;

• SfH cases; prevention and reaction;

• SfH check list of essentials.

• Action plan to implement changes.

Duration:

approx. 120 min

Resources, visual aids, other materials needed:

• Attachment 1

• NSO SfH Self-Assessment tool

Training process (step by step):

	Content	Resource/Method
1	Present to participants different SfH areas*: 1. Youth Program: young leaders working with scouts, programme commissioners supporting young leaders; 2. Adults in Scouting: AiS commissioners working on adult support, training teams, trainers 3. Events: Event management teams, logistics, safety and programme area management specialists) 4. Governance and structures: Management and executive teams and bodies. Divide them according to the are they are engaged or have high interest. * If the training cover only one area then small groups will work only on one area).	Presenting the SfH areas, dividing into the groups
2	In each area of work people faces different situations and have different approach to implement SfH policy. Every group should ask themselves: Where do we stand about SfH - regarding the area of work*? *SfH Self-Assessment tool can be used to support the reflection process.	Reflecting the question
3	Work with every SfH area group on prepared cases (see attachment 1) on: a. How to prevent appeared situation - make list of possible solutions how you could prevent this situation; b. How to react in this situation - make a list of possible reactions.	Case study, discussion, generating ideas
4	Ask important questions and discuss on the existing elements of specific area depending on the target group (see attachment 1).	Discussion, questions
5	Prepare with your group check list of essentials: a.Fundamentals (policies, regulations); b.Supporting materials (leaflets, books, publications, programmes); c.Tools (emergency line, easy-to-remember steps of reaction, tools for other NSO/NSA departments, list of good examples for regions).	Crating check list (based on the step 3a and 3b)
6	Prepare required action steps for your area (as well what you expect from other areas if needed to support or enable your action) and timeline to implement your ideas. If some of them can be implemented right away implement them as an immediate result of this training module. Make a list of possible stakeholders within NSO/NSAa (and externally) and allocate resources needed for implementation.	Exercise
7	Wrap up the module	Quick round of comments

TRAINING MODULES

SfH module:
From talking to walking

Aim:

To introduce basic rules, techniques and approaches in SfH.

Learning objectives:

By the end of the training module participants:

- will be able to understand the importance of the SfH practices;
- will be able to implement them in their regular scout practice.

Training content:

- Basic rules e.g. Yellow Card check list, Code of Conduct,
- Techniques e.g. Two-deep leadership, Six steps inquiry,
- Approaches e.g. Position of trust, Listening ear,
- Sharing and communicating SfH practices

Duration:

approx. 90 min

Resources, visual aids, other materials needed:

- Presentation 3
- Attachment 2

Training process (step by step):

	Content	Resource/Method
1	Make a quick presentation of the selected practices. Then create small groups (3 -5 participants) and distribute practices among them 9 (one practice per group).	Presentation 3
2	Each group read the description of the practice and share experience they have with the practice. If nobody has any previous experiences, facilitator can introduce it to the group. Participants group (see attachment 2) reflect where practice can be used and try to play out the situation e.g. creating and introducing the Dos and donts' check list, etc.	Small group exploration and discussion
3	Few Groups (randomly chosen) play out the situation for the other groups and present the findings of the discussion.	Play-out of some rules, techniques, approaches
4	The new ask the group: What other rules, techniques and approaches can we identify in our practices?	Participants share ideas
5	Highlighting of the importance of sharing and communicating SfH practices for the common understanding: • Dedicated NSO SfH page • SfH forum open for all and aligned with understanding of all involved; • Awards; • Seminar for some stakeholders as parents, teachers, etc; • Workshops for skills development; • Media release.	Presentation 3
6	Wrap up the module	Quick round of initiatives, where and when participants will use any of this examples.