



Global School Partners Child Safeguarding and PSEAH* Risk Management

Risk	Likelihood (H/M/L)	Impact (H/M/L)	Risk response (Containment or contingency strategies)	Responsibility
Discrimination against girls getting an education and the prevalent practice of sexual favours from girls to be allowed in school – culturally prevalent in parts of Africa – eye witnessed by GSP CEO when previously living in Zimbabwe and seen in CEO visits to GSP schools in Kenya. Reporting by GSP partners and representatives in Kenya. Reference: https://www.unicef.org/media/media_45452.html	H	H	Emphasis on girl's receiving scholarships particularly those not in school Multi-level oversight of girls once in a GSP school, by Program Officer, School Director, GSP-KC Executive and GSP Australia – personal visits, reviews/follow up and reports. Adherence to GSP Child Safeguarding Policy	GSP CEO and GSP Program Officer (PO)
Violence, abuse, exploitation and neglect of children, both female and male – eye witnessed by GSP CEO when previously living in Zimbabwe and seen in CEO visits to GSP schools in Kenya. Reporting by GSP partners and representatives in Kenya. Reference: https://www.un.org/africarenewal/magazine/july-2007/taking-violence-against-women-africa https://www.who.int/violence_injury_prevention/violence/global_campaign/en/chap3.pdf	H	H	Encouragement to School Directors to seek those in their community who are at risk or victims and request scholarships from GSP. Multi-level oversight** of all primary stakeholders (especially girls) once in a GSP school, by Program Officer, School Director, GSP-KC Executive and GSP Australia – personal visits, reviews/follow up and reports. Adherence to GSP Prevention of Sexual Exploitation, Abuse and Harassment Policy (PSEAH)	School Directors and GSP PO
Girls having started menstruating coerced into sexual favours in exchange for sanitary pads – first hand cases shared with GSP Program Officer	H	H	GSP Young Women's Program with provision of sanitary pads, female specific education and mentoring	GSP PO
Girls being victims of SEAH traveling to and from school – numerous first hand examples	H	H	GSP Projects to provision schools with boarding facilities and the GSP Young Women's Program	GSP CEO GSP PO

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* PSEAH – Prevention of Sexual Exploitation, Abuse and Harassment

Context:

GSP’s Prevention of Sexual Exploitation, Abuse and Harassment Policy (PSEAH).

The GSP CEO regularly visits Africa (generally every year) to be an eye-witness to the situation in-country. In addition, GSP Partners and Representatives send monthly reports during school terms to GSP CEO on findings and observations.

The oversight:

** Multi-level oversight – GSP has established a system of multi-level oversight of our activities, our partners, all our stakeholders and our own actions. Each is independent of the others and our aims are to:

- Raise awareness of discrimination, violence, abuse, exploitation and neglect of all our stakeholders, in particular our primary stakeholders who are children, mostly vulnerable and living in poverty.
- Detect situations of potential or actual discrimination, violence, abuse, exploitation and neglect.
- Report situations of potential or actual discrimination, violence, abuse, exploitation and neglect.
- Take action to mitigate the potential or actual discrimination, violence, abuse, exploitation and neglect.
- Follow up to ensure that the situation and circumstances leading to potential or actual discrimination, violence, abuse, exploitation and neglect do not arise again.

The system of oversight:

1. School Directors understand and adhere to the GSP MOU and report as required to GSP CEO.
2. The GSP-Kenya Chapter Executive Committee visit schools each term and report back to GSP CEO.
3. GSP Program Officer visits each school each month during school terms and meets with the School Director, teachers and students. In particular the Program Officer meets individually with each student with scholarship support to establish their state of well-being and their educational progress. GSP Program Officer submits a report of findings to GSP CEO.
4. GSP CEO personally visits schools, meets with all Directors, interviews teachers and meets with scholarship students when in Kenya.
5. GSP Board discuss cases of concern.
6. GSP CEO communicates with School Directors and GSP Program Officer to discuss steps to mitigate the concerns.

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7. School Directors and GSP Program Officer implement mitigation actions and report back to GSP CEO.
8. School Directors and GSP Program Officer monitor the situation to detect any reoccurrences or other risks.

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