Decolonising Safeguarding

intrac for civil society

6 week online training course with a difference

Course summary

This is truly a training course with a difference! Utilising a combination of methods from interactive workshops to tailored facilitated small group discussions and coaching sessions, this learning experience will help you unpack and challenge the unequal power structures that perpetuate safeguarding harms. This course takes you on a journey of developing a safeguarding policy that is appropriate to your context, meaningful and truly working for your communities whilst still achieving the demands of international standards and partners. We'll unpack issues of power and privilege through the lenses of decolonisation, racial justice and intersectional feminist approaches.

Together we will examine safeguarding challenges and capacities in your context and support you to build a tailored policy for safeguarding in your organisation.

Target Audience

- We look forward to applications from national and local NGOs and CSOs based in the majority world.
- This course is suitable for safeguarding practitioners or leaders who have an understanding of their organisation's safeguarding. This would enable them to make the most of the course and apply the learning to make real changes in the workplace. In other words, you don't need to be an expert!
- We also welcome those practitioners in the sector who are interested in examining safeguarding through an inter-sectional and decolonising lens

What is the course format?

Enjoy a facilitated, interactive, and collaborative experience through:

Initial training workshop
Two online live participatory workshops to introduce the subject, unpack the key concepts, and begin developing policies. This will be a lively, engaging space to meet and get to know your facilitators and fellow participants.

Self-study
A resource platform will be available for self-study to review and revise your safeguarding policy, with targeted resources for each step of the journey.

Peer-learning sets
A safe space facilitated by the course trainer to share experiences and problem-solve with peers to further strengthen your safeguarding policy and practices. Participants of the course will be invited to join small peer learning sets which, as far as possible, reflect the geography, cultures, and programme areas of those in the group.

Individual coaching sessions
Two one-on-one coaching sessions for your organisation with support from a facilitator and experienced safeguarding coach. These tailored sessions will enable you to set safeguarding goals and reflect on your progress.

Course aim, objectives & outputs

Aim: learners gain the skills and knowledge to develop meaningful, localised approaches to safeguarding in their organisation.
Objectives: participating organisations will become safer organisations that are able to demonstrate alignment with international standards.
By the end of this course learners will:
- know how issues of power and privilege interact with safeguarding approaches
- feel confident to challenge colonial top-down approaches and advocate for their own safeguarding approaches
- develop and implement decolonised safeguarding policies for their organisation.
- join a network of peer learning and reflection (that can continue beyond the course)

Outputs: learners will have produced a decolonised safeguarding policy for their organisation and become part of a peer-learning network

What you'll need

You will need a laptop (although smartphones and tablets are also suitable) and preferably also a headset, as well as access to broadband and internet. You will need access to Zoom. INTRAC's e-learning platform (Moodle) is accessible via a browser. If you have any questions about these requirements, please do get in touch.

Course fee

The fee for the learning experience and journey you will embark on on this course is £699. This is inclusive of two 2-hour initiation workshops, three 2-hour long facilitated peer learner sessions, two 1-hour one-on-one coaching sessions, and access to e-learning platform with selected resources (most of which will be downloadable) to consolidate learning throughout the duration of the course. Additional mentoring and coaching is available at extra cost.

Training access scholarships are available for small NGOs /civil society organisations. For more information, please visit our FAQ.

About the course trainers

Angie Bamgbose, Director BBFD Ltd

Angie Bamgbose is an accomplished consultant, coach, facilitator and a registered social worker. Angie's professional focus is safe organisational cultures, child protection, and safeguarding. Angie has over 20+ years experience empowering organisations and individuals across diverse sectors and regions: development and humanitarian work, NGOs, donors, the private sector, governments and UN bodies spread across Asia-Pacific, Middle East, West, East and Southern Africa, Eastern Europe and Latin America. Her passion lies in safeguarding vulnerable populations, particularly through expertise in tackling sexual exploitation, abuse, harassment, and bullying. She guides clients in building safer workplace cultures through policy development, training, and coaching, while also championing intersectional feminist and anti-racist approaches. From managing child protection programs to mentoring leaders, Angie's multifaceted skills and lived experience (identifying as a Black woman with intersecting identities of sexuality, disability, nationality, education and class) empower individuals and organizations to build equitable, inclusive, and respectful environments. Among other qualifications, Angie has an MSc in Coaching and Mentoring, a Post Graduate Diploma in Executive Coaching and Leadership Mentoring, and a BA in Applied Social Studies.

Lucy Heaven Taylor

With over two decades of expertise in safeguarding and PSEAH (protection from sexual exploitation, abuse and harrasment), Lucy Heaven Taylor empowers organizations in the humanitarian and development sector. Her diverse experience spans training, organizational review, strategy development, and investigation, making her a trusted advisor to UN Women, FCDO, Oxfam, Bond and more. Lucy's passion for equity extends beyond expertise, as she champions inclusivity through her membership in key groups, media contributions, and leadership roles like the Safeguarding Workstream Lead for the Disasters Emergency Committee. Recognizing her own privilege as a white European practitioner, Lucy strives to transfer – with humility - the platform and capacity she has gained from this privilege to experts form the majority world, building a more just and safe environment for all.

Course calendar

	Week	Session	Topic	Date
Week 1- 6 Use e-learning platform to access safeguarding resources	**0**		*Enrolment onto the course platform, Introductions, course information, sharing policies*	*8 - 14 May 2024*
	1	*Online workshop - part 1*	• Introduction to Decolonising Safeguarding • Reflections on practice • Unpacking safeguarding, power and privilege	15 May, 1 pm -3 pm GMT+1
	1	*Online workshop - part 2*	• Building contextualised safeguarding policy and practice • Introducing 'homework': developing a decolonised safeguarding policy	16 May, 1 pm -3 pm GMT+1
	2	**First coaching session**	• Reviewing organisational safeguarding context • Setting individual organisation safeguarding goals	20 - 24 May Time to be agreed with participants
	3	*Peer learning sets*	Facilitated safe space discussion with a small group of peers • Unpacking safeguarding, power and privilege in my organisational context	29 May, choose from 09.00 – 11.00 GMT+1 or 12.00 – 14.00 GMT+1 or 15.00 – 17.00 GMT+1
	4	*Peer learning sets*	Facilitated safe space discussion with a small group of peers • Building my organisation's contextualised safeguarding policy and practice	5 June, choose from 09.00 – 11.00 GMT+1 or 12.00 – 14.00 GMT+1 or 15.00 – 17.00 GMT+1
	5	*Peer learning sets*	Facilitated safe space discussion with a small group of peers • Peer review of contextualised safeguarding policy developed	12 June, choose from 09.00 – 11.00 GMT+1 or 12.00 – 14.00 GMT+1 or 15.00 – 17.00 GMT+1
	6	**Final coaching session**	• Wrap up session to reflect on and celebrate learning and identify future actions	17 - 21 June Time to be agreed with participants

Apply now ▶