

# Getting the PSEA basics in place for my National Society: A guide for leaders and staff in headquarters

## 3) Organizational PSEA assessment for National Society partners

### **Why internal preparedness is important**

The long-term goal of PSEA is to create an environment where all staff, volunteers and community members feel safe and respected. Community members should always be able to access the protection and assistance they need without fear of any form of exploitation or abuse. To do this requires a shift in attitudes and behaviors which we are well aware will take time. We understand that there is no easy fix but also know that some preventative measures will be effective and can be put in place quickly.

**A self-assessment process is useful practice for a National Society to undertake for strengthening PSEA; it is also increasingly an expectation from many partners and donors, including governments and UN.**

### **How internal preparedness can be supported**

The most effective internal assessments require perspective and input from different stakeholders within any organization. One method for gathering feedback is to organize an inter-departmental meeting or focus group discussion. This can include National Society leadership, governance, human resources (“HR”), legal, security, operational and technical personnel. It is important that PSEA, protection and/or gender staff are involved and that there is representation from all levels of the organization and not just its senior staff. Bringing together a mix of genders, age groups and abilities helps introduce a variety of perspectives into the process. As well, consultations may be conducted with external partners, for example by inviting technical and/or legal input which the National Society may be less familiar with.

### **What specific questions can help a National Society prepare to take action?**

The suggested criteria for assessment are the eight standards within the IASC Minimum Operating Standards on PSEA (IASC MOS-PSEA). See **Tool 1** for an assessment framework that can be used to carry out an assessment against the eight standards within the IASC MOS-PSEA. This framework is based on, and aligned to, the **UNICEF Implementing Partner PSEA Capacity Assessment, which is mandatory for organizations receiving UNICEF funding.**

### **What might an organizational action plan look like?**

The **Pledge on Prevention and Response to Sexual Exploitation, Abuse and Sexual Harassment (2019)** sets out a PSEA action plan for organizations to complete within four years, as well as indicators for measuring progress. This is designed to be achievable for all Red Cross and Red Crescent organizations, with support from Movement partners. **Tool 2** sets out the action plan and indicators within the **Pledge**. The following sections describe actions that may contribute to strengthening PSEA.

