

Terms of Reference – Prevention and Response to Sexual Exploitation and Abuse (PSEA) Focal Points

SEA is any form of sexual exploitation or abuse caused, intentionally or unintentionally, by Red Cross and Red Crescent Movement people¹, operations or projects. This includes SEA of persons (adult or child) that come into contact with or benefit from our protection or assistance, as well as SEA of Red Cross and Red Crescent personnel.

PSEA is a part of the Red Cross and Red Crescent commitment to 'do no harm'. The Red Cross and Red Crescent Movement approach to PSEA is underpinned by the Fundamental Principles of humanity and impartiality. Our commitment to PSEA is reinforced through Red Cross and Red Crescent resolutions and pledges, as well as the IFRC strategy 2030, **Policy on PSEA** and **staff Code of Conduct**. The **IFRC PSEA Manual** provides guidance on operationalising practical actions to guide leadership, headquarters and field teams.

Overall purpose of the role

PSEA Focal Points in Red Cross and Red Crescent National Societies volunteer to help the leadership and management of their organisation actively prevent and respond to sexual exploitation and abuse. PSEA Focal Points may be designated at headquarters and in local branches. The role is expected to require a commitment of 4 days per month, although more time may be needed if involved with a SEA concern or complaint.

Main responsibilities and duties might include

1. **Training team members** to understand the risks of sexual exploitation and abuse in humanitarian work and develop their skills and confidence to recognise, respond and report any concerns raised or complaints made.
2. **Receiving and acting upon all SEA concerns** as soon as possible, in line with organisational procedures, including reporting concerns and knowing where and how to refer SEA survivors for better support.
3. **Maintaining up to date knowledge of policy and procedures on PSEA** and participating in learning and sharing to inform improvement of policy, procedures and practices.
4. Contributing to the development and maintenance of information about local organisations for the support of children and adults at risk of sexual exploitation and abuse, in order to **guide signposting, referral pathways and agency collaboration**.
5. Maintaining active involvement in the **NRCS Safe and Inclusive Working Group** and national/local/Red Cross Red Crescent PSEA networks.
6. **Promoting dialogue and safe spaces** for their team to discuss expected standards of behaviour for staff and volunteers, challenges in reporting concerns and underlying issues of gender and inclusion.
7. Responding to general queries from staff and volunteers in their team regarding SEA and passing on guidance and communications.

¹ Staff, volunteers and associated personnel, for example, consultants, contractors, media, visitors and others supporting RCRC work.