ONE OXFAM SAFEGUARDING STRATEGY
2024-2028
Our Mission
At Oxfam, we are a global movement of people united in the mission to eradicate poverty, injustice, and fight against inequalities. We are committed to creating a safe, inclusive and respectful environment for everyone. By implementing effective safeguarding measures, Oxfam aims to prevent any type of abuse or exploitation from taking place through the course of our work, specifically sexual exploitation, abuse and harassment as well as child abuse, and respond appropriately to concerns that are raised.

Our Vision
Our vision is for Oxfam’s Global Safeguarding work to continue to mature and strengthen over the next four years (2024-2028), creating safe environments for everyone. We will cultivate and uphold an organizational culture that prioritizes safeguarding and harmonizes our practices across the Confederation where Safeguarding is everyone’s responsibility. Our efforts will be directed towards building safeguarding capacity and expertise together with our diverse partners, and by responding to local needs and feedback to ensure our safeguarding practices remain effective.

Our safeguarding work is underpinned by the Oxfam values of Equality, Empowerment, Solidarity, Inclusiveness, Accountability and Courage as we fight inequality to end poverty and injustice.
THREE STRATEGIC PILLARS
Focus areas to achieve our vision

SAFE CULTURE
Safeguarding is embraced as a shared and collaborative responsibility by everyone who works for or represents our organization.

SAFE PRACTICES & PLANNING
Practices are continuously strengthened and harmonized and high standards are maintained throughout the planning and delivery stages of our activities.

SAFE PARTNERSHIPS
We collaborate with our partners to ensure we are capable, informed, and equipped to embed safeguarding practices and that we are responsive to local needs and feedback.
KEY AREAS TO BRING THE PILLARS TO LIFE

Safe Culture

Leadership: We will develop and implement an Accountability and Responsibility Framework to ensure that everyone, including our leaders, understands their responsibility for safeguarding, and are held accountable for implementation.

Structures: We will review our safeguarding structures, including our resourcing and focal point models, to ensure that they are effective in promoting a safe culture, and mainstream safeguarding in all aspects of our work.

Feminist Approach: We embrace a decolonial Feminist Approach in our safeguarding work. We work internally and externally to advance shifts in power structures, acknowledging our shared responsibility in dismantling systems rooted in patriarchy, racism, neoliberalism and imperialism that contribute to safeguarding issues.

Values and Behaviours: We will review and update our safeguarding framework documents, including those that outline the values and behaviours expected of all staff and representatives of Oxfam in order to promote safeguarding.

Safe Practices & Planning

Safeguarding Lifecycle: We will develop and implement a comprehensive framework that allows staff to consider safeguarding risks associated with our work (including our digital engagement) and to proportionately manage these risks through action planning and monitoring.

Harmonisation: We will continue to work to harmonize our safeguarding practices across the Oxfam confederation, ensuring that everyone is aligned to the same minimum standards and procedures.

Empowerment: We will update our education and training offer on our safeguarding policies and procedures. Our goal is to equip everyone with the necessary knowledge and skills as part of a learning journey, laying the foundation for the practice of safe behaviours throughout our activities.

Responding to Concerns and Survivor Support: We will review our case management processes and create proactive and responsive mechanisms in order to best provide support to victim-survivors and amplify their voices. This includes creating opportunities to share lessons learned.

Safe Partnerships

Partnerships: We will work closely with our partners, including donors and funders, to ensure that our partnerships are grounded in safe practices, and that we continuously work to improve our approach to safeguarding.

Advocacy and Influencing: We will focus on collaboration and partnerships with internal and external stakeholders and use our expertise and influence to advocate for the importance of sector-wide practices to ensure that safeguarding is integrated into all aspects of our work.

Feedback Mechanisms: We will use, build on and strengthen our existing feedback mechanisms in order to prioritise the safety and wellbeing of the people we engage with, and ensure that our wide variety of stakeholders are actively involved in shaping our safeguarding practices and response.