



March 27, 2023

**COUNTRY DIRECTOR'S WELCOME REMARKS**  
**SAFEGUARDING REFRESHER TRAINING FOR STAFF AND START FUND PROJECT PARTNERS**

Dear colleagues & partners,

On behalf of Oxfam management, I am pleased to welcome you to this safeguarding refresher training aimed at re-training the team on the importance of prioritizing safeguarding principles and building capacity on the code of conduct, and acceptable behaviors expected of all staff, consultants, partners and participants of, and in, Oxfam programming in Nigeria.

The protection of the dignity, safety, wellbeing and rights of all staff, consultants, duty bearers, and participants is central to Oxfam's values and principles, hence Oxfam has zero tolerance for sexual, physical, or verbal harassment, exploitation, and, or, abuse.

With established cross-functional safeguarding plan that is developed to guide the implementation of 'One Oxfam' safeguarding policies, Oxfam holds its staff, consultants, and partners in high regards, and to high moral standards.

The compliance with our safeguarding policy is regularly monitored by management and the associated plan is updated annually, or as required.

Trained safeguarding focal points are present in all Oxfam offices to ensure the protection of children, adults, and other vulnerable people and groups.

*One Oxfam's* safeguarding policy remarkably seeks to protect children, women, adults, people living with disabilities (PWDs), and other vulnerable people or groups from sexual exploitation, abuse and harassment, and other forms of exploitation by Oxfam staffs, partners, consultants, volunteers, and other affiliates.

Our StartFund project *"Strengthening Mechanisms for Early Response to Electoral Violence"* with funding from the Start Network, implemented in Kano and Plateau States in collaboration with partners developed a "complaints and feedback" mechanisms to prevent safeguarding risks.

The project provided opportunities to sensitize stakeholders across Kano and Plateau States on what safeguarding is, to facilitate their understanding of the complaints and feedback mechanisms and provided dedicated and anonymous reporting lines for safeguarding complaints.



To further strengthen the capacity of our teams and partners, this refresher training was planned to bring the teams together to learn more about Oxfam safeguarding policy and guidelines, and the possible risks, should the policies and guidelines not be adhered to strictly.

Let me use the opportunity to also acknowledge our partners: the *Centre for the Advocacy of Justice and Rights (CAJR)* and the *Centre for Human Rights and Social Advancement (CEFSAN)* for their good work with Oxfam on the Start Fund project, even with short notification.

Their efforts contributed in no small measure to the successes we recorded in the project implementation. We look forward to further collaborations in the future.

And to the Start Fund project team, we say thank you for working under such challenging environment and pressure, and delivering the project activities within the stipulated timelines. We are proud of your achievements.

Finally, we wish to thank the Start Network for funding our “***Strengthening Mechanisms for Early Response to Electoral Violence***” Project in Nigeria.

I wish you all a rewarding experience as you open yourself to learning and sharing during this event.

**Dr. Vincent Ahonsi**  
**Country Director**