



# Civil Society Organisation's Safeguarding Mentor Programme - Information for CSOs

## Mentor programme aims:

The Resource and Support Hub mentoring programme aims to:

- 1- Support organisations to create safer workplaces.
- 2- Build a stronger group of safeguarding experts in Nigeria who can be drawn upon for sector support.

## Mentoring is:

- The passing on of support, guidance and advice.
- When a more experienced colleague uses their greater knowledge and understanding of the work or workplace to support the development of others.
- A form of long-term tailored development for an individual or group of individuals which brings benefits to the organisation.

## About the mentor programme

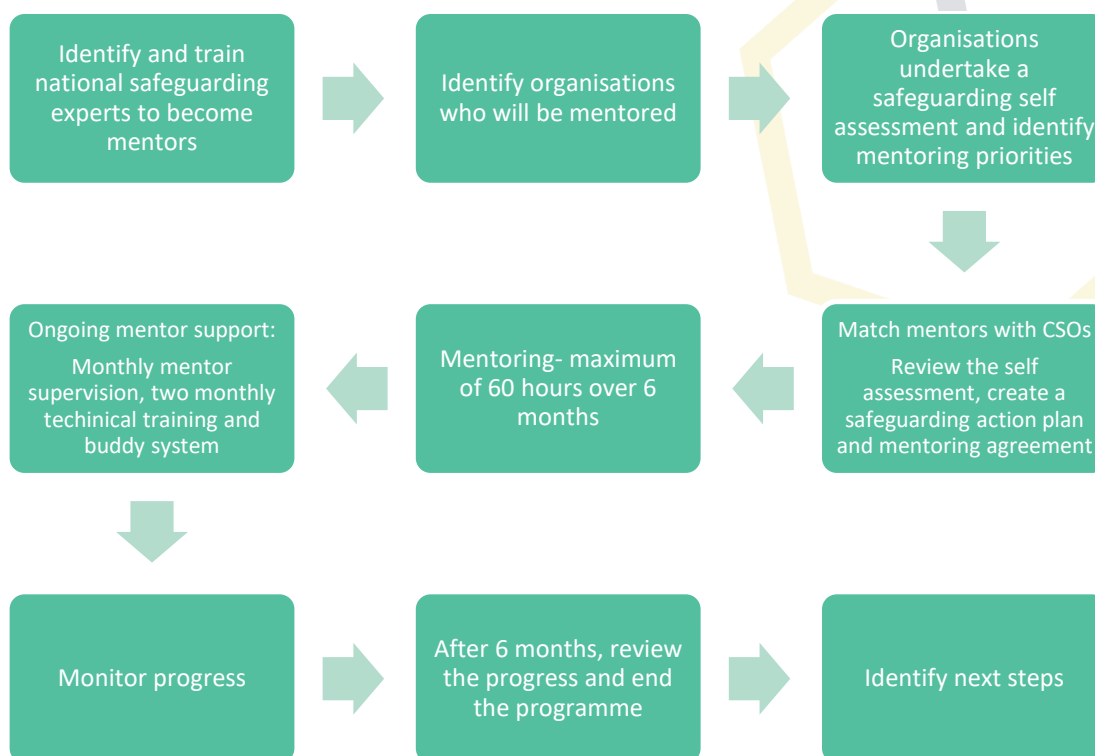
The mentoring programme is six months long and requires a formal and regular commitment and is planned to commence in October 2021 with a training. CSO leaders must be committed to the programme and support the changes needed to become a safer organisation.

RSH mentor programme taking the following steps:



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## Role of mentors in the mentoring program

There is option of having **external** or **internal** mentor. For organizations that will work with external mentors, a mentor will be assigned to work with the organization to provide support and capacity strengthening on safeguarding based on need. A time commitment of about 10 hours per month; 60 hours for the period of six months is expected from the external mentors. This can be allocated based on availability and need of the CSO. The time commitment would include virtual and face to face (after due risk assessment and in line with COVID-19 protocols) interactions. For organizations who would opt for the option of Internal Mentoring, their Safeguarding Lead will be trained and supervised to equip them to be able to strengthen the capacity of their organization.

Some of the specific activities for the mentors (both internal or external) include (this is meant to serve as guide and is by no means exhaustive)

- Review organizational capacity assessment (OCA) with assigned organization(s)
- Develop capacity strengthening plans based on identified gaps from the OCA
- Co-facilitate training with the safeguarding focal point of the assigned organization
- Review tools, policies and procedures of assigned organization



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# How do CSOs join the mentoring programme?

A maximum of twenty CSOs can join the mentoring programme in March 2021. There is an application and selection process for interested organisations.

Less-resourced CSOs will be selected to join the programme on the following criteria:

- An interest to address safeguarding in the organization and commitment from the leadership, including trustees where appropriate, to engage in change.
- The organization has a person with safeguarding responsibility (or is willing to identify one) and is available to be mentored. This person may also serve as an internal mentor
- There are some resources in place to implement some required changes.
- The level of risk within the programme considering context and nature of programme, such as, working with children and other vulnerable groups, no previous safeguarding training or other capacity strengthening initiatives, working in partnership/subgranting to other CBOs etc. Organizations with higher risk will be prioritized.
- The size of organisation including budget and staffing.
- External mentors currently available are located in different parts of Nigeria across the six geo-political zones of the country.

If you are interested, please complete the attached application form by 24 September.



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