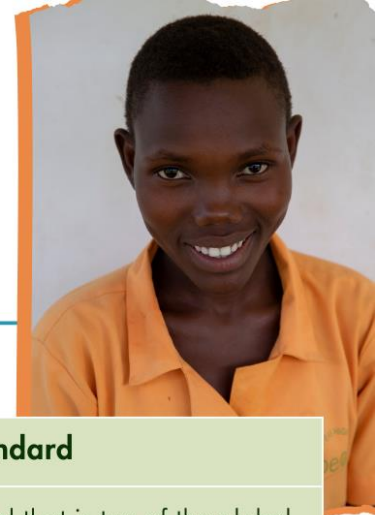


# PEAS Global Safeguarding Standards



Global Standard	Focus Area	Gold Standard
Accountability & Performance Management	Global Strategic Goal	Clear and effective strategic goal that is top of the global goals list and discussed regularly by most senior team.
	Data & Monitoring	Effective Monitoring and Evaluation that provides the organization with targeted, verifiable evidence to analyse progress to strategic aims.
	Performance Management	Performance Management with impact, which ensures clear Child Protection Key Results for all relevant roles, incentivises positive action, and also promptly rectifies or removes negative action.
Resourcing	People	The right people, with the right expertise, in the right decision-making roles.
	Capacity Building	Sufficient and targeted capacity building is delivered regularly.
	Budget	Sufficient budget is prioritised to support the necessary personnel and activities to deliver strategic aims.
Culture, Mindset & Communications	Senior Leaders as Example	The most senior leaders are the best examples and proactive champions for Child Protection.
	Key Messaging	Clear, concise, understandable, and verifiable key messages are agreed.
	Internal Communications	Actionable internal comms plan that is proactively implemented.
Partnerships & Programmatic	Outsourcing	Organisational capacity limitations are assessed, and the correct partners are brought in fill key gaps.
	Programmatic Minimum Standards	Key aspects of programmatic delivery are highly standardised to facilitate consistent compliance.
Policies, Standards & Tools	Standards	Comprehensive and robust standards are in place at all relevant levels.
	Policies & Guidelines	Comprehensive and robust policies and guidelines are in place understood by all.
	Tools	Effective and comprehensive Child Protection tools are in place and usable by all.