

5 THINGS YOU NEED TO KNOW from this report – and what to do about them



Most disclosures are made face to face – often to staff.

56% of SEAH reports were made to staff. In sensitive cases like sexual abuse or incidents involving minors, that figure rises even higher.

SO WHAT? Victims/survivors turn to people they trust, making staff and community members critical first responders. They must be trained to respond safely and refer appropriately – one misstep can break trust in the whole system. But choice matters: 30% used hotlines or email. Multiple reporting options are essential so people can report in the way that feels safest.

Children under 18 – in vast majority girls – make up 2 in 5 victims.

They accounted for 40% of all cases against aid recipients. Over a third received no support. Only 38% of child survivors of sexual abuse accessed medical care. Even fewer received legal aid.

SO WHAT? Child safeguarding must be built into all community-facing activities – not just education or child protection programmes. Every programme should assume children may be present – and ask: could this create risk? Safeguards must be built into design and delivery. Reporting systems and assistance must be tailored, accessible, and age-appropriate for children.



2 in 5 alleged perpetrators are outsourced personnel or providers.

These include volunteers, contractors, vendors, incentive workers & partners – often operating with less training, oversight, or accountability – but holding real power over communities.

SO WHAT? We must hold them to the same safeguarding standards. Vet them before engagement. Brief them on expected conduct and consequences. Assign a focal point on site to supervise. If an activity can't be safely overseen, it shouldn't go ahead. Communities see them as us – and they're right. We are responsible. If we can't manage the risk, we shouldn't take it.

Only 30% of cases are substantiated – and only half lead to dismissal.

False reporting is rare, yet most cases don't reach a confirmed outcome. Even when they do, consequences vary – with those in positions of power less likely to face dismissal.

SO WHAT? Investigations must be stronger, fairer, and victim/survivor-centred – not built around doubt or disbelief. Organisations need trained, well-supported investigators and clear processes that don't put the burden on victims/survivors. When harm is confirmed, action must be taken – consistently and regardless of who the perpetrator is.



Nearly half of workplace SEAH cases involve managers – who rarely face consequences.

33% are middle managers. 10% are senior managers. The latter are less likely to be dismissed.

SO WHAT? Power still protects perpetrators. When managers cause harm, reporting becomes even harder, and the impact goes beyond the organisation. We need visible accountability at every level. Leaders must be selected and trained to shape culture, not just manage risk – to build trust, address abuse of power, and model the standards we set.