STATEMENT OF COMMITMENT:
CONTRIBUTING TO SAFEGUARDING THROUGH PROFESSIONAL STANDARDS IN THE HUMANITARIAN SECTOR

HPass is a multi-stakeholder initiative that has been working, over the last few years, to raise the standard of learning and assessment provision, develop solutions for recognising the competencies of practitioners, and provide tools to facilitate improved recruitment practice in the sector. It will provide a digital platform where humanitarians can set up online professional profiles and gather digital certificates and open badges in recognition of their skills, experience, and learning, based on globally recognised standards.

HR professionals will be able to use the platform to increase the speed, efficiency, and effectiveness of recruitment during an emergency and to help manage the continuous professional development of staff and volunteers. Participating learning and assessment providers will benefit from the facility to create and issue digital badges on the platform and will agree to adhere to the new international Quality Standards in Humanitarian Learning and Assessment that have been developed in consultation with stakeholders throughout the world.

HPass is governed by a Steering Group of key humanitarian sector stakeholders, who have joined forces and are pooling their resources and expertise, to make HPass a success. The Humanitarian Leadership Academy is currently incubating the initiative and convening the Steering Group, with the long-term vision that HPass becomes an independent organisation, created by the sector, for the sector.

The HPass Steering Group members are:

- concerned by the recent reports of safeguarding incidents within the humanitarian sector;
- convinced that HPass can and will make a tangible contribution to enabling a safer working environment for beneficiaries, service users, and staff in the humanitarian sector;
- determined that HPass can be a critical component of behaviour change to strengthen safeguarding initiatives within the sector;
- committed to using and promoting to others the Core Humanitarian Competency Framework;
- co-investing in HPass and determined to utilise the HPass platform and to encourage our partners and clients to do so; and
- committed to working together with partners to make this a reality and to promote access to learning opportunities and formal recognition relating to safeguarding of staff, children, and vulnerable adults.

Raising professional standards in the sector

HPass will contribute to raising professional standards in the sector through promoting the Core Humanitarian Competency Framework (which includes the competency of “minimising risk to crisis-affected people, partners, and stakeholders”) as the common reference framework for recruitment and talent development throughout the sector. HPass has also supported the creation of robust tools for practitioners to demonstrate their professionalism. All those individuals, learning and assessment providers, and employers and volunteer agencies that participate in HPass will be asked to sign up to an appropriate code of conduct and humanitarian values as part of the Terms of Use.

Digital badges and the platform

The HPass badging and recognition platform will enable individuals to better access job and volunteering opportunities; provide a facility for humanitarian actors to be more confident that they are recruiting staff with the right skills, learning, and experience; and encourage learning providers to demonstrate the value and impact of their training through the new quality standards. In April 2018, we will launch a series of pilots around the world, involving thirty organisations – local, national, regional, and international – as early adopters from across geographies, and the final platform will be available to all individuals, learning providers,
and humanitarian actors from early 2019. We are expecting these new standards to lead to improved quality management systems for learning and assessment providers, thereby ensuring that they safeguard staff and learners with integrity.

**Recognition for experience and skills**

We will look to prioritise recognition opportunities for a range of existing, quality learning opportunities that will improve awareness, knowledge, and skills on safeguarding matters, delivered by a range of approved providers. Furthermore, HPass is now also exploring the creation of an ISO-compliant professional certification on safeguarding as part of our HPass-sponsored credentialing programme. This could be developed as support to, and in partnership with, organisations that want to link their internal safeguarding policies to a new global framework. As for the other professional certifications already developed as part of HPass, any such professional certification would be supported by a new competency framework, body of knowledge, a learning pathway developed in partnership with key experts and stakeholders, certification assessment, and a pathway for continuing development. This could be linked to a new dedicated, digital safeguarding portal. This credential would then be displayed on their practitioner HPass profile and could be used by HR systems of participating employers and volunteer agencies.

In time, we also intend to work closely with employers and volunteer agencies in the humanitarian sector to investigate how digital credentialing with badges can be used in other ways to facilitate recruitment and professional development processes for employers.

We understand that no one agency or initiative will, on its own, fully address the challenges that our sector has faced and continues to face. It will take a collective and comprehensive effort to restore public trust and confidence in the value of our work and workers. However, we strongly believe HPass is a part of the solution and with the continued support of our partners, we, as Steering Group members, are committed to delivering a successful HPass that will help achieve transformational impact in the humanitarian sector.

**SIGNED BY THE FOLLOWING HPASS STEERING GROUP MEMBERS**

- Dr Randolph Kent – Chair Chartered Institute of Logistics & Transport
- Humanitarian Leadership Academy International Association of Professionals in Humanitarian Assistance and Protection (PHAP)
- Humanitarian Logistics Association Institut Bioforce
- RedR UK Pearson