

ANNEX A

Ministear airson Leasachadh Eadar-nàiseanta agus na Roinn Eòrpa
Minister for International Development and Europe
Meenister for Internaitional Development an Europe
Alasdair Allan BPA/MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

F/T: 0300 244 4000
E: scottish.ministers@gov.scot

14 February 2018

Dear Sir/Madam,

As we discussed on Sunday, I was appalled to read media reports of serious misconduct and sexual abuse by Oxfam staff working with vulnerable people and communities in Haiti in 2010-11. The subsequent revelations regarding protection issues more widely at Oxfam, and particularly the reports in relation to Chad that contributed to the resignation of Oxfam's Deputy CEO <REDACTED> deepen my concern.

The Scottish Government expects the highest moral and ethical standards from those we fund. However it is clear that Oxfam, through the behaviour of some of its staff and the subsequent decisions taken on the investigation and reporting of these incidents, has failed to meet these standards. We will not tolerate any form of human rights abuse or misconduct, wherever they take place. If the Scottish Government, the public, and the media, cannot rebuild our faith in the ethical leadership of organisations such as Oxfam, then this may bring the whole system of humanitarian and development funding into disrepute and jeopardise support for funding for humanitarian emergencies in the future.

We expect our partner organisations, wherever they are, to monitor their work closely, and to be open, honest and transparent with us, and the public whenever there are any suggestions of abuse or malpractice. Therefore, I have asked all international NGOs that the Scottish Government funds to confirm that they have robust safeguarding policies in place to protect vulnerable groups, and that if they have become aware of specific incidents, that they have been referred to the relevant authorities where necessary. I would also like to make it clear that any such incidents occurring in relation to projects either wholly or jointly funded by the Scottish Government should be reported to your Grant Manager immediately.

The Scottish Government recognises that the vast majority of those working in international development and humanitarian emergencies, including the majority of Oxfam's staff, do so in a diligent and appropriate manner. However, we will not hesitate to take appropriate action whenever we suspect that any abuse has occurred, and we expect the same commitment from those working with us.

Taigh Naomh Anndrais, Rathad Regent, Dùn Èideann EH1 3DG
St Andrew's House, Regent Road, Edinburgh EH1 3DG
www.gov.scot



My office will contact you to arrange a meeting to discuss these matters in more detail.

<REDACTED>

ALASDAIR ALLAN

ANNEX B

From: REDACTED
Sent: 12 February 2018 06:43
To: REDACTED
Cc: REDACTED Communications CTEA
Subject: Fw: CALL WITH MINISTER? Re: Oxfam

Sent from my BlackBerry 10 smartphone.

From: REDACTED <REDACTED@oxfam.org.uk>
Sent: Monday, 12 February 2018 03:45
To: REDACTED
Subject: Re: CALL WITH MINISTER? Re: Oxfam

Hi REDACTED

Sorry I didn't get back to you yesterday afternoon.

I did manage to talk to the Minister briefly and he was able to voice his concerns over recent developments concerning Oxfam.

I have attached below the most recent press release outlining Oxfam's response to articles in the media over the weekend.

I suggested that it would be good for us to have a face to face meeting as soon as you are both back from Zambia.

In the meantime, please don't hesitate to contact me if you have any questions.

Many thanks

REDACTED

New media statement from Oxfam GB chair of trustees Caroline Thomson

Immediate release: Sunday 11 February 2018

Oxfam commits to improvements in aftermath of Haiti reports

Announcing a package of measures to strengthen the prevention and handling of sexual abuse cases, Caroline Thomson, Oxfam GB Chair of Trustees, said:

"As the new Chair of Oxfam I share the anger and shame that behaviour like that highlighted in Haiti in 2011 happened in our organisation. It is clear that such behaviour is completely outside our values and should never be tolerated. Oxfam prides itself of being a transparent organisation that works to make life better for poor and vulnerable people, an organisation that puts women at the heart of everything we do. In the words of our Chief Executive Mark Goldring, we are ashamed of what happened. We apologise unreservedly. We have made big improvements since 2011 and today I commit that we will improve further.

"My job as a new chair is now to look forward. Mark Goldring and I are working closely together to lead this. We will continue to address the underlying cultural issues that allowed this behaviour to happen. We also want to satisfy ourselves that we do now have a culture of openness and

transparency and that we fully learn the lessons of events in 2011. Not only will we always be true to those we serve and those who support us, we will also be seen to be so.

"As a direct result of the stories in The Times, staff members have come forward with concerns about how staff were recruited and vetted in this case. We will examine these in more detail to ensure we further strengthen the improved safeguarding, recruitment, vetting and staff management procedures that were put in place after 2011.

"Earlier this year, our board of trustees appointed an independent consultant to review how we can better promote and enforce a positive culture right through all of our workforce and drive out unacceptable behaviour. This builds on the work we have done since 2011 to tackle abuse, including setting up a dedicated whistleblowing line and a safeguarding team.

"We will now extend the review's remit to take a detailed look both at this case and our recruitment and management of staff in challenging environments and emergencies, where the urgent need for staff to be put in place to help save lives puts enormous pressure on recruiters to fill posts. If that review brings about a safer environment for all, then the publicity of the last few days, painful as it has been, will also have been valuable.

"This is part of a package of measures that I am announcing today that will strengthen our vetting, and induction of staff as well as a commitment to drive positive behaviour among all staff and improve compliance with our policies. We will be meeting with both the Department for International Development and the Charity Commission during the next week to discuss the details of these measures and to explore further action.

"As recent events have shown, sexual abuse is a blight on society and Oxfam is not immune. Indeed, NGOs that work in often fragile and unstable environments can become targets for abusers. We have made significant improvements since 2011 in our efforts to expose and eliminate sexual abuse but we know we have to be vigilant and to continue to improve if we are to constantly live up to the high standards rightly expected of us. It is not sufficient to be appalled by the behaviour of our former staff - we must and will learn from it and use it as a spur to improvement."

ends

Notes to editors:

The initial package of measures announced today to further improve safeguarding within Oxfam include

- Strengthening the vetting and recruitment of staff, including making safeguarding a mandatory part of the interview process for senior leadership positions
- Widening the current review of our practice to ensure we revisit improvements already made and learn additional lessons from Haiti 2011, with a particular focus on challenging circumstances and fast-onset emergencies
- An overhaul of staff induction to ensure staff learn more about our values and code of conduct and mandatory safeguarding training within the first few weeks of employment
- Use the forthcoming recommendations from the ongoing review of practice to strengthen management oversight to ensure compliance with our policies and learn from our mistakes
- Establishment of a new, independent, external whistleblowing helpline as part of an effort to encourage more staff to come forward early with any concerns they may have
- Work with the rest of our sector in an attempt to overcome the legal difficulties which have so far prevented us from sharing intelligence among NGOs and other organisations about people who have been found guilty of sexual misconduct
- Recommit to report to the appropriate authorities in full, any issues that arise that could affect the safety of those we work for or the confidence of the public

REDACTED | REDACTED

Oxfam Scotland | Glasgow | +44 (0)141 285 REDACTED | +44 (0)7432 REDACTED |
skype: REDACTED | www.oxfam.org.uk/scotland | twitter.com/oxfamscotland

From: REDACTED
To: <REDACTED>
Date: 11/02/2018 14:55
Subject: CALL WITH MINISTER? Re: Oxfam

Hi REDACTED. Would you be available for a call with minister either today or tomorrow - preferably today.

Sent from my BlackBerry 10 smartphone.

From: REDACTED
Sent: Friday, 9 February 2018 21:02
To: REDACTED
Subject: Re: Oxfam

Thanks REDACTED.

There will be more coverage over the weekend and we may respond officially once we have sight of this.

I'll keep you posted.

Have a good trip.

Best wishes

REDACTED

REDACTED
Oxfam Scotland | Glasgow | +44 (0)141 285 REDACTED (0)7432 REDACTED |
skype: REDACTED | www.oxfam.org.uk/scotland | twitter.com/oxfamscotland

From REDACTED
To REDACTED
Date: 09/02/2018 17:35
Subject: Re: Oxfam

Thanks REDACTED. I'm with Minister just now in Zambia and have advised him of your email

and shared with him.

Again thanks for updating us on Oxfam responses on issues

Sent from my BlackBerry 10 smartphone.

From: REDACTED
Sent: Friday, 9 February 2018 18:50
To: REDACTED
Subject: Oxfam

Dear REDACTED

You may be aware of today's news coverage about allegations of misconduct by Oxfam staff in 2011, during our response to the 2010 Haiti earthquake.

Publications, including The Times, are reporting that a small number of Oxfam's humanitarian aid workers were involved in the sexual exploitation of local women and girls in 2011.

Oxfam was at the time and still is appalled at what happened in Haiti. However, we strongly dispute claims of covering-up the alleged incidents, having launched an internal investigation at the time and publicly announced its outcome. Oxfam has a zero-tolerance policy on sexual abuse and exploitation, and treats all allegations very seriously.

Further information is outlined below from an email recently circulated to Oxfam's Board of Trustees:

As soon as the allegations - which included sexual misconduct, bullying and intimidation - were reported in Haiti in 2011, we launched an internal investigation. Four members of staff were dismissed as a result of the investigation and three, including the country director, resigned before the end of the investigation. No beneficiaries were involved in the allegations. We kept our trustees and the Charity Commission fully informed, with the Charity Commission confirming at the time that we'd taken appropriate action and it had no regulatory concerns.

We released a proactive statement to the press when we launched the investigation and another at its conclusion a month later. DfID was informed as were all donors to our Haiti programme, including the UN, EU and WHO (even though there were no allegations or evidence of misuse of donor funds). We then carried out a thorough review of the case which resulted in a package of measures including the creation of our dedicated Safeguarding Team and a confidential 'whistleblowing' hotline.

The vast majority of Oxfam's 230 staff in Haiti following the earthquake worked tirelessly in the most difficult conditions to provide vital aid to those affected, assisting 300,000 people in the first three months alone and more than half a million over the following months, and years with water, sanitation, hygiene, food and livelihood support. Our longer-term development work remains in Haiti today, where we are a trusted partner by government and local communities.

If you have any questions or concerns about the current media coverage, please do not hesitate to contact me.

Many thanks and best wishes

REDACTED

REDACTED | REDACTED
Oxfam Scotland | Glasgow | +44 (0)141 285 REDACTED | +44 (0)7432 REDACTED
skype: awsnelson | www.oxfam.org.uk/scotland | twitter.com/oxfamscotland

Oxfam works with others to overcome poverty and suffering

Oxfam GB is a member of Oxfam International and a company limited by guarantee registered in England No. 612172.
Registered office: Oxfam House, John Smith Drive, Cowley, Oxford, OX4 2JY.
A registered charity in England and Wales (no 202918) and Scotland (SC 039042)

This email has been scanned by the Symantec Email Security.cloud service.
For more information please visit <http://www.symanteccloud.com>

***** This email has been received from an external party and has been swept for the presence of computer viruses. *****

This e-mail (and any files or other attachments transmitted with it) is intended solely for the attention of the addressee(s). Unauthorised use, disclosure, storage, copying or distribution of any part of this e-mail is not permitted. If you are not the intended recipient please destroy the email, remove any copies from your system and inform the sender immediately by return. Communications with the Scottish Government may be monitored or recorded in order to secure the effective operation of the system and for other lawful purposes. The views or opinions contained within this e-mail may not necessarily reflect those of the Scottish Government.

Tha am post-d seo (agus faidhle neo ceanglan còmhla ris) dhan neach neo luchd-ainmichte a-mhàin. Chan eil e ceadaichte a chleachdadh ann an dòigh sam bith, a' toirt a-steach còraichean, foillseachadh neo sgaoileadh, gun chead. Ma 's e is gun d'fhuair sibh seo gun fhiosd', bu choir cur às dhan phost-d agus lethbhreac sam bith air an t-siostam agaibh agus fios a leigeil chun neach a sgaoil am post-d gun dàil.
Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

This email has been scanned by the Symantec Email Security.cloud service.
For more information please visit <http://www.symanteccloud.com>

***** This email has been received from an external party and has been swept for the presence of computer viruses. *****
