

ROBUST AND EFFECTIVE SUPPORT FOR OUR PROGRAMMES

Water, Work and Inequality programme frameworks. They have also helped to highlight the structural barriers facing women and men, and civil society more broadly, in Oxfam's challenging programme contexts.

We began the process of publishing the data sets from these Reviews. Making this data publicly available provides a shared resource for researchers from across Oxfam and the sector and reduces the burden on the communities with whom we work for information. These data sets are already being used by other actors in the sector to inform their research (for example, the Rockefeller Foundation has used Oxfam's data sets in an effort to define a Resilience Dividend Valuation Model).

Fraud prevention

We invested substantially to meet our robust organisational counter-fraud objectives, tackling every level of risk (deterrence, prevention, detection and response) across all our programmes to continue to keep incidents of fraud and corruption to an absolute minimum. We received 296 reported cases of frauds or corruption (compared to 293 in 2015/16); and identified £496k of confirmed losses to fraud and corruption (compared to £537k detected in 2015/16). Of the loss detected in 2016/17, so far we have recovered £34k (6% of the detected loss), though as some cases are still ongoing these figures may be revised. Our dedicated anti-corruption team worked to build awareness and capacity amongst country staff, and developed a range of tools, techniques and systems for staff to access. They also engaged with other organisations to share best practice and develop sectoral approaches.

Safeguarding

We remain committed to transparency on allegations of sexual exploitation and abuse perpetrated by Oxfam staff and partners. In 2016/17, we saw a small increase in the number of reported incidents from 76 to 87. We investigated 33 allegations, one allegation is pending, and the remaining 53 incidents required referral to statutory services (including the Police, Social Services and the Disclosure and Barring Service), related to vetting or reference requests or required other forms of signposting to other specialist support services.

Thirty-four of the incidents raised to the Safeguarding Team were complaints which required internal investigation: 74% of these complaints were fully upheld and resulted in disciplinary action being taken at the time of reporting. One of these cases is currently pending investigation. In 7% of reported allegations we found insufficient evidence to uphold any part of the allegation, and in these instances other actions were taken to reflect the learning of the organisation. All other incidents raised either required investigation by external agencies; had already been upheld by the evidence provided at the point of reporting; or

required some other form of response (including providing support to staff and volunteers who disclosed being the victim of violence in the home). Of the 87 reported incidents in 2016/17, 52 were received from our Trading Division, 10 were received from other UK divisions and 25 from the International Division.

Under-reporting is recognised within the sector as the major barrier to tackling sexual exploitation and abuse in delivering humanitarian and development programmes. By establishing a dedicated Safeguarding team we have raised the visibility of our Protection from Sexual Exploitation and Abuse policy and reporting procedures. We believe that the overall increases in the number of allegations that we have seen in recent years show that we are improving awareness of this important issue and giving victims more confidence to report incidents.

Accidents and incidents

A total of 60 road accidents were recorded by staff working across our international programmes and UK-based operations in 2016/17. Fortunately, during the year, we experienced no fatalities, although we were sadly involved in one accident that caused a serious injury (in Ethiopia). We have seen a continuation of a trend seen in previous years where a high proportion of accidents involve people not employed by Oxfam as drivers. Only 30% of accidents involved professional drivers; 22% involved rental car drivers, whereas 37% involved Oxfam staff other than drivers. Clearly it remains important that we continue to target these non-professional drivers with our road safety messages, especially as the trend is likely to continue. In previous years we have seen that a significant proportion of our accidents involved vehicle roll-over. We produced various materials and tools in an attempt to tackle this, and the percentage has significantly reduced during the current year (only two accidents involved roll-over).

Over past years we had noted a consistent improvement in the number of accident reports completed and returned by country offices. In 2016/17 this declined to 51% of monthly accident returns received, with the standard review format being completed for only 10% of accidents. Although it is reasonable to assume that the vast majority of missing reports would have been 'nil returns', we are nonetheless disappointed by these figures. The main reason appears to be staff turnover and we will continue to monitor accident management to ensure that it is treated as a priority by country offices as we move to the new One Oxfam operating arrangements.

Upholding our ethical and environmental standards

Last year we brought our ethical standards, policies and processes under one cross-functional Corporate Responsibility programme overseen by a Steering Group with representation from six directors. Each director has appointed a senior