PROMISE Barnahus Network

WORKPLAN 2022

CONTENTS

Development	2
Fundraising	
Network support	
Exchange	
Communication	13

INTRODUCTION

This workplan provides a framework for the work of the Network during 2022. It outlines the goals, actions, and roles of different actors. The workplan is designed to deliver on the objectives and priorities defined in the PROMISE Barnahus Network Strategy 2020-2025, on the basis of the purpose, mission, and activities described in the <u>Network Statues</u>.

When needed, an 'other' category is added under each priority to reflect unforeseen yet impactful strategic actions. These should be considered for inclusion in Strategy 2020-2025 during the mid-term review planned for this year.

KEY REFERENCE DOCUMENTS

- Network statutes
- Network Strategy 2020-2025
- Workplan 2021
- Annual report 2021
- Budget 2022

DEVELOPMENT

- **Definition** includes the recruitment of members, champions and observers. It also covers internal network activities, including steering group meetings, annual work plans, quality control and reporting.
- Relevant Strategy Objective Establish the Network as a sustainable and formidable entity
- **Purpose** Contribute to the objective by making it easy and attractive for the right actors to join and be active in the Network, as well as ensuring transparency and quality in the administration.

- **2022 Overview** The Network will largely continue the routines and practices as established during its first year of operation. Key expansions include:
 - o continuation of workplan and annual report routines,
 - o targeted outreach and invitations to champions,
 - o review of the 2020-2025 Strategy of the Network.

2022 Strategy	Goal	Description		Actions		Verification	Follow-up
			Secretariat	Steering group	Members		
Member recruitm	ent						
Maintain means and methods of recruitment. Ongoing membership approval	Membership expansion	Rolling consideration of membership application with targeted outreach to barnahus and key national stakeholders.	 Maintain and improve systems and process Targeted membership promotion Administration 	Feedback and participation in new membership consideration discussions, approval/denial votes	Evaluation/ feedback on process and on- boarding	Membership certificate issued after dues paid	Maintain means and methods of recruitment. Ongoing membership approval.
	Technical experts join the Network	Engaging organisations with special competence	Invitations, outreach and administration	Feedback	Feedback	Membership certificate issued after dues paid	

2022 Strategy	Goal	Description		Actions		Verification	Follow-up
			Secretariat	Steering group	Members		
Champions and o	bservers						
Opportunities for visibility and engagement, including at the Barnahus Forum.	Outreach to potential champions	Targeted outreach to gain the support of influential individuals and figures	MappingOutreachInvitationsOnboardingCommunication	Propose champions Organise introductions if possible	Propose champions	Invitations distributed	Opportunities for visibility and engagement, including at the Barnahus Forum.
	Communications for champions and observers	A briefing format is developed for this target group	Develop template and noteDissemination	Feedback	Feedback	Disseminated briefing	
Network internal							
Steering group meetings, developing	Steering group meetings	Organised as needed	Organisation, preparation and administration	Preparation and participation		Meeting minutes	Steering group meetings, developing
workplan for following year. Financial reporting. Quality control	Steering group elections	Terms are limited to 2 years, +2 for vice president and secretary. Elections to be held early 2022.	PrepareExecuteCommunicateOnboarding of new SG	Preparation and participation	Preparation and participation	Ballot and new list of steering group members	workplan for following year. Quality control and oversight. Financial reporting.
and oversight.	Annual report	Editorial and technical summary of activities and achievements	DraftFinaliseDisseminate	Review Approve	Review Adopt	Annual report as adopted by the General Assembly	
	Budget results	Summary of actual income and expenses, including estimate of CBSS in-kind contribution	FinaliseDisseminate	Review Approve	Review Adopt	Budget results as adopted by the General Assembly	

2022 Strategy	Goal	Description		Actions		Verification	Follow-up
			Secretariat	Steering group	Members		
	Workplan 2022	Framework for the goals and actions of the Network during the year	DraftFinaliseDisseminate	Review Approve	Review Adopt	Workplan as adopted by the General Assembly	
	Budget 2022	Framework for income and expenses during the year in relation to the workplan	FinaliseDisseminate	Review Approve	Review Adopt	Budget as adopted by the General Assembly	
	Membership dues	Income for the Network	Issue invoicesFollow up on unpaid	Pay membership dues on time	Pay membership dues on time	Email confirmations	
	Membership certificates	Verification of membership, along with a welcome and communication guidance	Issue upon payment of membership dues	Review the communication guidance included in the certificate	Review the communication guidance included in the certificate	Membership certificate issued after dues paid	
	Midterm evaluation of the Strategy	Review and update the 2020-2025 strategy to reflect developments	DraftFinaliseDisseminate	Review Approve	Review Adopt		

FUNDRAISING

- **Definition** includes securing additional funding through strategic partnerships and consultancies, with a view to establishing framework partnerships with the EU And other relevant donors in Europe.
- Relevant Strategy Objective Establish the Network as a sustainable and formidable entity
- Purpose Contribute to the objective through providing multiple sources of funding for sustainability and diversity of Network activities and services to members.
- **2022 Overview** The Network will finalise PROMISE 3 to a high standard, act on funding developments in the EU, and seek out diverse funding sources.

2022	Goal	Description		Actions		Verification	Follow-up
Strategy			Secretariat	Steering group	Members		
European Union	strategic partnership						
Progress report for PROMISE 3. Final year of PROMISE 3. Develop and submit project proposals.	Final year of PROMISE 3	Ensure a high-quality of execution in the final year of the project, amending project as necessary to support strategic developments	 Track project progress Draft and submit amendments to best support strategic developments and the needs of the Network 	Support a high- quality execution by your organization Inform about needs and opportunities	Take advantage of project activities and outcomes, and provide feedback	Good feedback in evaluation letter from EU after final report	Final report of PROMISE 3. Launch new projects.
	Develop and submit new project proposals	Keep an eye on, and act on, EU funding developments	 Tracking opportunities Coordinate, draft and submit application(s) 	Contribute to strategy and drafting	Give feedback on foreseen actions and outcomes	Application submitted	
Supporters and S	ponsors						
Gaining sponsorships for the first Barnahus Forum.	Corporate outreach	Drafting and disseminating targeted communication, including templates, for engaging with corporates and foundations.	DraftingDisseminationOutreachOnboardingCommunication	Support as relevant.	Support as relevant.	Targeted corporate /foundation outreach.	Maintaining and expanding corporate relationships.

2022	Goal	Description		Actions		Verification	Follow-up
Strategy			Secretariat	Steering group	Members		
		Developing concepts for contribution to the Barnahus Forum.					
	Project partnerships	The Network/CBSS may agree with member organizations to join as a partner on projects that intend to make use of Network benefits/ services. This may also support membership expansion efforts.	 Tracking opportunities Coordinating with relevant Members Drafting and submission Administration 	Propose projects to partner with	Propose projects to partner with	Project applications	
Other							
	Framework partnerships	Establishing relationships as a supplier of knowledge and training to key actors	 Tracking opportunities Coordinating with relevant Members Drafting and submission Administration 	Support as relevant.	Support as relevant.	Meetings and communications to develop and establish these relationships	

NETWORK SUPPORT

- Definition Core activities include establishing a competence centre and training programme, continually developing and disseminating tools and guidance, and establishing an accreditation system – an activity which includes the rollout of the Hub case management system and the first review of the PROMISE Barnahus Quality Standards.
- Relevant Strategy Objective Support Network members to expand and institutionalise Barnahus in their countries

- **Purpose** Contribute to the objective through providing concrete, timely, and dynamic support to members in the form of training, guidance, and tools.
- 2022 Overview The Network will continue elaborating new training modules to ensure a holistic offering. It will continue promoting the Competence Centre of the network a key supplier for Barnahus, similar setups, and their stakeholders. Additionally, the Barnahus Quality Standards review will be conducted, and PROMISE Hub will continue its rollout.

2022	Goal Description			Actions		Verification	Follow-up
Strategy			Secretariat	Steering group	Members		
Training							
Forensic interview and therapy trainings year two as part of PROMISE 3. Evaluation of training initiatives and	Forensic interview and therapy trainings	Carrying out the trainings as planned in PROMISE 3, inviting network members on the waitlist when possible	PlanExecuteReport	Take part, when relevant.	Take part, when relevant.	Agendas and participant lists	Maintain and expand training programme according to the evaluation and the needs of the network, as part of the framework
develop in preparation for framework partnership agreement application.	Evaluation of trainings	Evaluating the courses using participant, instructor and observer input to improve for future rounds of courses and to communicate results to a broader audience	PlanExecuteReport	Take part, when relevant.	Take part, when relevant.	Evaluation results	partnership agreement.

2022	Goal	Description		Actions		Verification	Follow-up
Strategy			Secretariat	Steering group	Members		
	Modules: Journey through Barnahus, legal, medical, child protection, other	Building out additional modules and/or stand alone courses to ensure a holistic offering	PlanExecuteEvaluateReport	Take part, when relevant.	Take part, when relevant.	Course outlines AND/OR presentations	
	Waitlist	Maintain and promote the waitlist for courses. Use to plan course offerings.	 Plan Execute Report	Take part, when relevant.	Take part, when relevant.	Waitlist	
	Consultancies	The Network/CBSS may agree or directly apply to be a consultant on projects that intend to make use of Network benefits / services. This may also support membership expansion efforts.	 Tracking opportunities Coordinating with relevant Members Drafting and submission Administration 	Inform about consultancy opportunities	Inform about consultancy opportunities	Consultancy applications	
Tools and guidan	ce						
	Regular publication of resources and tools	Developed by responding dynamically to the needs and interests of the Network, in consultation with relevant experts and network members	PlanDraftConsultationsFinaliseDisseminate	Contribute to consultations, cross-promote publications	Contribute to consultations, cross-promote publications	Tools/resources as published on barnahus.eu	Templates, factsheets, webinars, other analytical activities and reports
Accreditation							
Launch review of the Barnahus Standards on the basis of	Child consultations on the Standards	Child consultations as described in PROMISE 3	Support the relevant partners to plan, execute, and report.	Take note of results	Take note of results	Meeting notes (internal)	Continuation of the review of the Barnahus Standards for
children's views. Maintain and update	Consultation on the Standards	Desk research, focus group, consultation and drafting updates to	PlanDraftConsultations	Take part, when relevant. Approve.	Take part, when relevant.	Draft standards for approval of the network	those standards not covered by

2022	Goal	Description		Actions		Verification	Follow-up
Strategy			Secretariat	Steering group	Members		
PROMISE Hub, rolling out to additional countries.	Roll out of PROMISE Hub, case management software	Standards 1.2, 5, 6, 8 and 9. Will feed into the development of the accreditation system, which will be developed in 2023, to integrate learnings from the process to develop Hub PROMISE 3 partners have access to PROMISE hub and are able to test and integrate it into their daily work. Network members are offered to onboard the	 Finalise Disseminate Support Bonigi and partners to execute	Take part, when relevant.	Take part, when relevant.	Summary of rollout in annual report	PROMISE 3. Development of accreditation system, with expert input. Maintain and update PROMISE Hub, rolling out to additional countries.
	Publication of GDPR and related guidance for PROMISE Hub	tool for a fee. Disseminating guidance for technical evaluation and use.	ExecuteCommunicate	Take part, when relevant.	Take part, when relevant.	Guidance link	

EXCHANGE

- Definition Includes supporting network members via in-person and virtual exchange, including at the Barnahus Form, General Assemblies, study visit, and 1:1 networking opportunities.
- Relevant Strategy Objective Support Network members to expand and institutionalise Barnahus in their countries

- **Purpose** Contribute to the objective through enabling a vibrant exchange of knowledge and practices among members and with key stakeholders.
- **2022 Overview** Continued expansion of digital offerings for exchange, including for professional and alumni networks, including the first Barnahus Forum.

2022	Goal	Description		Actions		Verification	Follow-up
Strategy			Secretariat	Steering group	Members		
Barnahus Forum a	and General Assembl	ies					
Establishing an attractive and inspiring format for gathering all Barnahus interested in the same place to connect, learn and	ttractive and 2022 the regular	Online meeting to adopt the regular reporting, elect a new steering committee, and comment on the Standards review, and prepare the mid-term evaluation of the Strategy.	OrganisationpreparationadministrationCommunication	Take part	Take part	Meeting minutes	GA 2023, possibly in person, and if so, with a view to hosting it in in conjunction with a study visit to a newer Barnahus.
exchange. Foreseen to include a sponsorship model. Held in Stockholm.	Barnahus forum planning	Early 2022, online, on the side-lines of the NCAC symposium.	OrganisationConsultationPreparationAdministration	 Contribute ideas Consider proposing to lead a seminar / workshop / minitraining / other Participate and promote 	 Contribute ideas Consider proposing to lead a seminar / workshop / mini-training / other Participate and promote 	Summary of results in annual report	Pre-planning for Barnahus Forum 2024.
Exchange/Study v	visits						

2022	Goal	Description		Actions		Verification	Follow-up
Strategy			Secretariat	Steering group	Members		
Launch system for facilitating peer and mentor connection. Opportunities in conjunction with the	Professional networks	Continuation of the platform for different types of professionals to meet their peers in other countries. To exchange practice and ask for different types of support.	OrganisationConsultationPreparationAdministrationCommunication	Take part, when relevant.Support relevant colleagues and contacts to take part.	 Take part, when relevant. Support relevant colleagues and contacts to take part. 	Professional networks concept, Summary of results in annual report	Opportunities in conjunction with the General assembly, others as they arise and as international
Barnahus Forum, others as they arise. Maintain and facilitate connections of peers/mentors.	Alumni network	Providing for exchange and professional development for PROMISE Alumni.	OrganisationConsultationPreparationAdministrationCommunication	Take part, when relevant.Support relevant colleagues and contacts to take part.	 Take part, when relevant. Support relevant colleagues and contacts to take part. 	Summary in annual report	travel becomes realistic again. Maintain and facilitate connections of peers/mentors.
	Virtual study visit	First steps to establishing an on-demand virtual study visit with Barnahus.	OrganisationConsultationPreparationAdministrationCommunication	Take part, when relevant.Consider offering to pilot this idea using your service	Take part, when relevant.Consider offering to pilot this idea using your service	Link to sign up for the study visit	
	Child participation working group	Regular meetings of the child participation working group to develop guidance and tools, act as a thematic advisory board	OrganisationPreparationAdministrationCommunication	· Take part, when relevant.	· Take part, when relevant.	Summary of work in annual report	
Networking supp							
Connecting members to people and information	Support desk	Secretariat as the support desk for members. 1:1 meetings with members and potential members.	Ongoing knowledge building1:1 meetings	 Take part, when relevant. Support ongoing knowledge building efforts	 Take part, when relevant. Support ongoing	Summary in annual report	Connecting members to people and information

2022	Goal Description			Actions		Verification	Follow-up
Strategy			Secretariat	Steering group	Members		
			· Consultations as needed		knowledge building efforts		
	Press reviews and tracking	Tracking of news and developments relate to Barnahus in Europe and internationally. Cross promote and disseminate news as relevant.	 Ongoing knowledge building Cross promote and disseminate as relevant 	Take part, when relevant.Support ongoing knowledge building efforts	 Take part, when relevant. Support ongoing knowledge building efforts	Summary in annual report	
	Connection facilitation	Dynamically connecting actors to people and information	· Dynamic introductions	· Take part, when relevant	· Take part, when relevant	Summary in annual report	

COMMUNICATION

- **Definition** Includes supporting network members via in-person and virtual exchange, including at the Barnahus Form, General Assemblies, study visit, and 1:1 networking opportunities.
- Purpose Contribute to all the objectives of Strategy 2020-2025 through expanding the visibility and influence of the Network and its members, needed to establish the Network as a sustainable and formidable entity and

- to support members to expand and institutionalise Barnahus in their countries.
- **2022 Overview** Maintaining and expanding current communications, coordination, and advocacy routines.

2022	Goal	Description	Actions			Verification	Follow-up	
Strategy			Secretariat	Steering group	Members			
Core visibility and reporting								
Annual report, including design and promotion	Annual report public dissemination	Using editorial section of annual report as a communication tool	ConceptDesign/executeDisseminateCommunicate	Give feedback. Cross-promote and use in your own Barnahus and PROMISE communications	Cross-promote and use in your own Barnahus and PROMISE communications	Annual report link	Annual report, including design and promotion	
Dynamic commu	nication							
Newsletters and social media, webinars, updating of the map of the network and its members	Newsletters and social media, #EUBarnahus	Continue using as a platform to welcome members, disseminate news and tools, promote our resources and results, communicate our ownership and influence	 Planning Drafting Consultation / collaboration Execute Disseminate Communicate Report 	Give feedback. Cross-promote and use in your own Barnahus and PROMISE communications	Cross-promote and use in your own Barnahus and PROMISE communications	Newsletter emails and social media posts	Newsletters and social media, webinars, updating of the map of the network and its members	

2022	Goal	Description	Actions			Verification	Follow-up
Strategy			Secretariat	Steering group	Members		
	www.barnahus.eu	Maintain and expand the resources on the webpage, keep updated	PlanningDraftingConsultation / collaborationExecuteCommunicate	Give feedback. Cross-promote and use in your own Barnahus and PROMISE communications	Cross-promote and use in your own Barnahus and PROMISE communications	www.barnahs.eu	
	Мар	Updating the network map regularly to include new members and new consultation countries (candidate countries)	UpdateDisseminatefresh PPTs andimages	Give feedback. Cross-promote and use in your own Barnahus and PROMISE communications	Cross-promote and use in your own Barnahus and PROMISE communications	Map files	
	Webinars	Continue using webinars to engages all Barnahus stakeholders on key topics, notably as a tool for exchange and dissemination of results	 Planning Drafting Consultation / collaboration Execute Disseminate Communicate Report 	Give feedback. Cross-promote and use in your own Barnahus and PROMISE communications	Cross-promote and use in your own Barnahus and PROMISE communications	Webinar links	
Advocacy	_						
Key conferences, supporting national advocacy, workshops (face to face or digital), following trends and developments.	Targeted presentations	Presentations given from PROMISE to relevant target groups upon request, priority to Network members.	 Planning Drafting Consultation / collaboration Execute Disseminate Communicate Report 	Submit requests for speakersLet us know when you will be a speaker	Submit requests for speakersLet us know when you will be a speaker	Summary in annual report	Key conferences, supporting national advocacy, workshops (face to face or digital), following trends and developments.
	Targeted participation	Representation of PROMISE at relevant conferences to gather	ParticipateCommunicate	 Share info about upcoming conferences of interest 	 Share info about upcoming 	Summary in annual report	

2022	Goal	Description	Actions			Verification	Follow-up
Strategy			Secretariat	Steering group	Members		
		information and to network			conferences of interest		
	Coordination and targeted 1:1 meetings with stakeholders	Strategic meetings with key international and national actors to promote Barnahus and explore partnership opportunities, and develop a common path to promoting Barnahus	ParticipateDisseminate /CommunicateOngoingoutreach	Propose new stakeholders for outreach efforts, and take part if relevant	Propose new stakeholders for outreach efforts, and take part if relevant	Summary in annual report	
	Membership of the EU Victims' Rights Platform and participation in Platform meeting		 engage with Child Circle on agenda items 	brief exchange on key strategic policy issues at Steering Group Meetings	General Assembly Meeting brief exchange on key strategic EU policy issues		