Including intersectionality throughout the (safe) programme cycle

**Start-up**
- Find existing information on forms of violence against different population groups where you are working, e.g. violence against women and girls, people with disabilities, etc.
- Find existing information on: social norms, power dynamics and discriminatory laws regarding identity groups where you are working
- Conduct a Gender Equality and Social Inclusion analysis
- Learn from existing services, safeguarding staff, government sources

**Planning and Design**
- Use your intersectional analysis to create a 'do no harm' approach
- Analyse the reporting barriers different groups face and link to existing community based complaints mechanisms (CBCM)
- Develop indicators to monitor objectives and risks of safeguarding concerns across different groups
- Create awareness materials that can reach all groups with messaging on staff code of conduct and CBCM
- Map GBV and child protection services. Assess how accessible they are for all members of a community and staff

**Implementation**
- Establish CBCMs
- Regular community awareness.
- Systematically monitor, listen to feedback, assess and adjust programmes
- Continue to take account of, give account to and be held to account by staff and the people to whom the organisation provides services
- Continue to actively engage groups and key informants from diverse populations

**Closure**
- Review the extent to which your intersectional analysis did / did not inform the programme. Share lessons
- Identify any gaps or identity groups which were not included and explain why
- Build intersectional approach into the handover process, if being handed over to another organisation