



**OFFICIAL WARNING OF
THE CHARITY COMMISSION FOR ENGLAND AND WALES**

to

OXFAM – 202918 (“the Charity”)¹

dated 7 June 2019

The Charity Commission for England and Wales (“the Commission”) issues the Official Warning under section 75A of the Charities Act 2011, to the Charity on the following grounds: s75(1)(b) – mismanagement in the administration of the Charity has been committed in connection with the Charity as follows:

- Failure to take appropriate decisions during 2015 – 2017 in relation to safeguarding such that there was ongoing inadequate resourcing and capability of the charity to match the level of risk faced by the charity, given its global reach and the nature of the activities.
- Failure to ensure prior to improvements in 2018 adequate assurance of safeguarding risks by the charity, including systems and processes which would have enabled regular monitoring of KPIs and adequate case practice and reporting, exposing the charity to undue risk. In particular, the charity failed to implement its policies and practices in this area consistently, which meant that the charity was not able to provide necessary assurance internally, or externally, to beneficiaries, the regulator and also to the public, that safeguarding risks were being identified properly and/or adequately managed in practice, including full, frank and timely reporting in compliance with the Commission’s serious incident reporting regime in relation to safeguarding incidents, and report to other relevant agencies.
- Failure in the handling of, the events involving staff misconduct in Haiti in 2011, leading to a failure to apply disciplinary processes, policies and procedures consistently as between three particular members of staff and there do not appear to be sufficient reasons for doing so, affecting its ability to deal with all of the risks, in particular the medium and longer term risks that arose and its ability to alert other charities to relevant risks in due course. This subsequently exposed the charity to scrutiny and adverse criticism about its handling of events, damaging public trust in it.
- Failure to properly manage the risks connected to, and not reporting onwards to local law enforcement authorities in Haiti, to the Commission or other authorities, on receipt in July 2011, of concerns that two girls under 14 years of age might be at risk of sexual exploitation.

Other action that Commission is considering taking to rectify the mismanagement referred to above:

- Regulatory action under section 84 of the Charities Act 2011 to direct action expedient in the interests of the charity to ensure compliance with the outstanding recommendations of the Ineqe.

¹ The charity is also known by its working name as Oxfam GB.