

Training Report:

Introduction to Humanitarian Standards Workshops, Online

For people responding to the Ukraine crisis in Poland

Workshop 1	16.00-19.00, 4 April 2022
Workshop 2	13.00-16.00, 6 April 2022
Workshop 3	13.00-15.00, 5 May 2022



Background:

In response to Russia's invasion of Ukraine in February 2022, Sphere provided three pilot *Introduction to Humanitarian Standards* workshops for humanitarian actors in Poland responding to the Ukraine conflict and refugee crisis.

The purpose of the pilot workshops was to discern the need and demand for humanitarian standards training in Poland, to identify next steps regarding offering further training, and reinforcing Sphere's presence in the region. At present, Sphere does not have a focal point in Ukraine or Poland, nor is the 2018 Sphere Handbook published in Ukrainian or Polish.



The training team comprised three volunteer Sphere trainers, Sphere focal points from Arbeiter Samariter Bund (ASB) and Johanniter; representatives from Humanitarian Standards Partnership (HSP) partner, Minimum Standards for Camp Management (MSCM); and members of the Sphere secretariat. Sphere focal point Aktion Hilft Deutschland (ADH) provided financial support, which enabled the three volunteer Sphere trainers to be paid for the third workshop.

Participation:

Participants were recruited via communications in English and Polish using Sphere's mailing list and social media. The first two workshops were in English. The third workshop was in Polish.

Participants included humanitarian professionals and volunteers in Poland, but they were outnumbered by humanitarian professionals from other countries, academics, students, and Sphere trainers.

Analysis of participants' email addresses showed that of 121 registrations for Workshops 1 and 2, only 7 had Polish email addresses (ending in .pl). Of the 88 people who answered the registration question as to which country they were based in, 17 responded 'Poland'.

Workshop 3 was only promoted in Polish, and the registration form was only in Polish.

Of the 162 people who registered, 42% attended a workshop.

Participation was as follows:

	Registered online for workshop	Attended all or part of workshop
Workshop 1	113	19
Workshop 2		37
Workshop 3	49	12



Goals/learning objectives:

Workshops 1 and 2 (in English)

Goal of workshops: To familiarise participants with the structure of the handbooks of the Humanitarian Standards Partnership, their principles and standards, and how to use them in humanitarian responses.

By the end of this workshop, participants would:

- be familiar with the structure of the handbooks of the Humanitarian Standards Partnership, and how to use them in humanitarian responses
- know where to look if they have any questions about how the services they are providing can be improved/measured
- be able to demonstrate how listening to people and adjusting programming helps displaced persons in regaining dignity, well-being, and influence over their lives
- apply Sphere and Camp Management minimum standards and guidelines to specific challenges encountered in their daily work.

Workshop 3 (in English, with live Polish interpretation)

Given that the Sphere handbook is not yet translated in Polish, the third workshop was a shorter, more general, workshop entitled *Refugees' Rights and Needs*. The purpose was to raise awareness of Sphere, demonstrate the usefulness of humanitarian standards, and create an appetite for translated handbooks once available.

Goal of workshop: To familiarise participants with humanitarian standards and how to use them in humanitarian responses.

By the end of this workshop, participants would be able to:

- explain refugees' fundamental rights
- identify the needs and capacities of different groups of people in various settings where refugees are being welcomed or housed
- understand the structure of Sphere Minimum Standards, and how to apply them when responding to challenges encountered in daily work.
- describe how the Core Humanitarian Standard (CHS) guides organisations and individuals to deliver high quality, accountable and inclusive programmes
- know where to go if they want to find out more about Sphere.

Workshop Agendas:

The facilitators' guide for Workshops 1 and 2 can be found here:

<https://spherestandards.org/event/humanitarian-standards-introductory-workshop-4th-april-2022-online-poland/>

The facilitators' guide for Workshop 3 can be found here:

<https://spherestandards.org/event/warsztaty-5-maja-2022-online/>

Summarised participant post-training survey results:

After each workshop, participants were asked to complete an online evaluation questionnaire. 35 people responded to the survey (36% of participants). The full survey results can be found on the event pages via the links above.

Over 80% of participants who responded rated the workshops 'good' or 'very good' (the top two categories). While participants appreciated the quality of the trainers, the interactivity of the workshops and the networking opportunities presented, when asked 'what could be improved next time?' many requested more concrete examples specific to their context, and less general discussion.

Conclusions:

Sphere secretariat concludes that there is a need and a demand for further humanitarian standards workshops in Poland.

However, to achieve more fully the learning objectives of any future workshops the following criteria should be met:

- Workshops to be organised with partner humanitarian organisations in Poland
- Workshops to include more practical, contextualised examples of how to apply standards in the Ukraine/Poland setting
- Workshops, and all associated communications, to be conducted in Polish
- Workshop supporting materials to be provided in Polish.

For Sphere to meet the above criteria, it would be necessary to:

- Translate the 2018 Sphere handbook into Polish
- Identify and establish a Sphere focal point organisation (or other training partner) in Poland
- Via the focal point organisation, organise further Sphere trainings and eventually a Sphere Training of Trainers (ToT) – to create a pool of Polish-speaking Sphere trainers.



Impacts:

One month after the third workshop, the long-term impact of these three pilot workshops remains to be seen. However, we can note that since the pilot started in March 2022:

- Sphere has established contact with several Polish humanitarian workers keen to offer their support to Sphere in terms of translation and promotion of Sphere standards in Poland
- Sphere has submitted a successful funding application for translation of the Sphere Handbook into Polish, Ukrainian, Romanian and Slovakian.
- The volunteer Sphere trainers team has facilitated a further workshop for a Polish humanitarian organisation.
- RedR UK and MSCM have developed a free, online Training on Minimum Standards for Displacement Sites, in English and Ukrainian, starting 6 June 2022.

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