



TRAINING CATALOGUE

RedR UK

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redr uk
people and skills for disaster relief

Contents

Introduction	3
Our Approach & Training Ethos	4
Associate Trainers	6
Certification	6
Languages	6
Bespoke offer: Tailor-made services	6
Existing Training Offer: Humanitarian Practice & Management	8
<i>Essentials of Humanitarian Practice (EHP)</i>	8
<i>So You Think You Want to be an Aid Worker?</i>	9
<i>Training of Trainers</i>	10
<i>Leadership and Management</i>	11
<i>Equality, Diversity & Inclusion (EDI)</i>	12
<i>Project Cycle Management</i>	13
<i>Advanced Project Cycle Management</i>	15
<i>Proposal and Report Writing</i>	16
<i>Innovation in the Humanitarian Sector</i>	17
Existing Training Offer: AI, Data & Monitoring and Evaluation	18
<i>AI for humanitarians</i>	18
<i>Essentials of Humanitarian Data Analysis</i>	19
<i>Monitoring and Evaluation (M&E)</i>	20
<i>Needs Assessment in Emergencies</i>	21
Existing Training Offer: Safety and Security	22
<i>Personal Security for Humanitarians (PSH/HEAT)</i>	22
Security Management for Humanitarians	24
<i>Travel Security</i>	25
<i>Staying Effective</i>	26

Introduction

RedR UK is an international NGO, working to strengthen the capacity of agencies and affected communities to prepare, respond, and recover from complex crises. With 45 years of experience since our founding in 1980, RedR designs and delivers innovative learning programmes, convenes our diverse network, and provide technical assistance, across our thematic areas of expertise: humanitarian services; climate change; and engineering in emergencies. We envision a world in which highly skilled professionals respond effectively, inclusively, and sustainably to disasters, wherever they are in the world.

With a proven record delivering professional results and raising industry standards, RedR has worked to strengthen the capacity of some of the world's leading international organisations (Figure 1) through online and face-to-face training, e-learning module design, capacity assessments, coaching, mentoring, and standards development. RedR has successfully designed, developed, delivered, and evaluated large-scale training programmes for leading international organisations including Plan International, UNICEF, CARE, IRC, and Sphere. Our extensive services portfolio enables us to continually iterate improvements across humanitarian, development, and peacebuilding sectors in response to complex crises.

45 YEARS WORKING WITH THE WORLD'S LEADING AGENCIES



Figure 1. Some recent RedR UK partners.

RedR has over four decades of experience in disaster response, responding to major disasters since our founding in 1980 including the 2004 Boxing Day tsunami, the 2010 and 2021 Haiti earthquakes, the 2013-16 Ebola crisis in West Africa, ongoing Syrian crisis, Cyclone Idai in Mozambique, war in Ukraine, and 2023 earthquakes in Türkiye and Syria. Through an agile and collaborative approach, we ensure that learning interventions are tailored, responsive, and impactful, engaging in regular feedback loops and capacity assessments to refine and enhance our training offerings.

Our services invest in people. We strongly believe that developing staff skills, capabilities, well-being, and motivation is critical to performance and organisational success. We strive to deliver structured and tailored training, provide tools, templates and follow up action to enable staff to grow independently in their roles. In 2024/25, RedR trained 2,698 responders from 72 nationalities through 165 world-class learning events (Figure 2).



Figure 2. RedR impact 2024/25.

RedR has a global network of 1,800 members and maintains a global pool of over 200 highly qualified trainers and experts, spread across 47 countries. This expansive pool not only brings in-depth contextual knowledge but also enhances our flexibility to adapt to the evolving needs of diverse organisations. Over the years, we have built up a large resource of humanitarian learning materials in several languages, contextualised to several countries and regions. We train thousands of aid workers each year, delivering world-class, in-person and distance learning programmes in English, Arabic, French, Spanish, Portuguese, Russian and more recently Ukrainian, Polish, and Romanian.

Our Approach & Training Ethos

We adopt a holistic approach to capacity strengthening. This means that in addition to training, we offer a portfolio of services including mentoring and coaching; simulation design and facilitation; workshop facilitation; resource development for sector-wide use; and conference-convening to shape sector thought. We provide capacity building support across sectoral, organisational, and individual levels, enabling us to maximise the impact of our work. Our capacity building framework is rooted in the following principles:

Needs-based: Whether we are working with individuals, organisations, or the sector at large, an understanding of needs and capacities underpins all the work that we do so that interventions can be most effective.

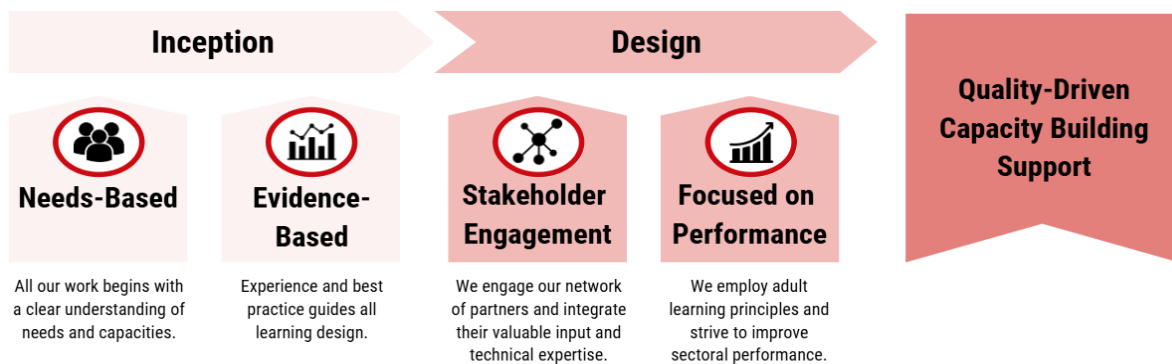
Evidence-based: We aim to be a learning organisation and design interventions that are based on evidence drawn from our own experiences and from best practice in the sector.

Integrated: RedR seeks to work in a holistic manner, engaging relevant stakeholder groups and addressing issues at sectoral, organisational, and individual levels and in the interconnections between them.

Focused on performance: When designing capacity building interventions our primary aim is to improve the performance of the humanitarian sector, organisations, and individuals to better meet the needs of those affected by crises.

Driven by quality: We provide capacity building support that is relevant, practical, contextually appropriate, based on the latest learning and development theory and delivered by a global pool of humanitarian experts.

We are well positioned to develop and deliver a suite of high-quality, experiential, contextualised, and interactive learning programmes covering a wide range of methodologies. We know that participants achieve the most when they are supported throughout their journey and strive to create enabling environments, offer ongoing support, and craft a wide range of personal development pathways.





Associate Trainers

RedR programmes are supported by 200 highly qualified Associate Trainers, or ATs. Their expertise ranges from Needs Assessments to Climate Change Adaptation, to Camp Coordination and Management. They are skilled learning and development experts, capable of designing and delivering face-to-face, online facilitated, and self-paced trainings. This combination of practical experience in the humanitarian sector and strong training expertise constitutes the bedrock of our work.

RedR trainers and consultants have undergone thorough recruitment, onboarding via *Training of Trainers*, and performance management processes, to ensure that the knowledge, skills, and competencies utilised throughout our capacity building reflects RedR quality and standards. All are assessed against our Humanitarian Training Competency Framework.

Certification

Our reputation as a capacity-strengthening leader is underpinned not only by our robust approach to support for individuals and organisations, but also by our commitment to developing standards. RedR is an HPass accredited organisation, which means we have demonstrated through an independent quality review that our learning and assessment procedures meet the HPass Quality Standards. HPass uses digital badges to allow human workers to accumulate proof of their experience and knowledge. A digital badge is an indicator of achievement, like a certificate, which can be displayed, accessed, and verified online. You can store and display credentials through a myHPass profile. You can also share them via LinkedIn or include a link to your myHPass profile on your resume. More information about these badges can be found [here](#). RedR also offers the option of paper-based certificates upon request.

Languages

RedR language offerings encompass English, Arabic, Ukrainian, French, and Spanish for many existing training courses. Should a programme not be currently accessible in your preferred language, we offer translation services upon request. Our Associate Trainers have diverse linguistic backgrounds and can conduct training sessions in multiple languages.

Bespoke offer: Tailor-made services

For organisations looking to train more than eight members of staff, for organisations with specialist needs, or limited time, our Tailor-Made Training and Consultancy Service is the most effective way to meet your objectives. We offer a distinctive learning experience, delivering interactive and engaging training. As humanitarians ourselves, we have a unique perspective on the needs of the sector, enabling us to deliver learning solutions that reflect the challenges faced by professionals in the field. Our expertise ranges from regular training programmes to tailor-made trainings, simulations, mentoring and more. We can tailor any of our existing modules or devise an entirely new solution to suit your organisation. Our Tailor-made Service is truly global. Wherever you are in the world, our trainers can come to you.

Our services include the below -please follow the links to see a few examples of our work:

- Tailor-made training
 - [In-person](#)
 - [Online facilitated](#)
 - Blended (combination of in-person and online facilitated components)
- Simulation design and delivery
- Coaching and Mentoring
- Course development and facilitation support in technical areas such as [Water, Sanitation and Hygiene](#), [Shelter](#), [Camp Management](#), Protection, Supply Chain and Logistics, [Climate Change Adaptation](#), etc.
- Training design/review
- [Competency mapping and competency frameworks](#)
- [Learning Needs Assessments](#)
- [Self-paced E-learning modules design](#)

Please approach RedR for a detailed technical and financial proposal.



Existing Training Offer: Humanitarian Practice & Management

Essentials of Humanitarian Practice (EHP)

Essentials of Humanitarian Practice (EHP) is a comprehensive program meticulously crafted to deepen participants' understanding of the modern humanitarian landscape, fundamentals, and practical realities. This dynamic course delves into critical topics ranging from the historical lessons of humanitarian action to the complexities of working in diverse humanitarian contexts. Participants gain invaluable insights into the dynamics of power, vulnerability, and team dynamics, equipping them with essential skills for effective collaboration and coordination in humanitarian settings. With a strong emphasis on accountability, ethics, and quality programming, EHP empowers participants to navigate complex humanitarian challenges with integrity and professionalism, ultimately enhancing the quality and impact of their humanitarian interventions.

Course Content:

- Humanitarian Landscape/Lessons from the past
- People, Power, and Vulnerability
- Working in Humanitarian Teams
- National Context & Disaster Management
- International Humanitarianism & Law
- Coordination Structures and International Coordination Systems
- Participation and Accountability
- Cash & Livelihoods
- Humanitarian Standards
- Food Security & Nutrition
- Water, Sanitation and Hygiene in Emergencies (WASH)
- Ethics & Decision Making
- Protection Programming
- Logistics & Telecommunications
- Education in Humanitarian Action
- Health in Humanitarian Action
- Quality Humanitarian Programming
- Emergency Needs Assessment
- Media & Communications

What will you learn?

- A comprehensive overview of issues, systems and practice related to working in disasters and humanitarian emergencies.



Figure 1 Essentials of Humanitarian Practice participants in Beirut, September 2023.

- Increased depth of understanding of the context, history, foundations, and new developments in humanitarian practice.
- An experience-based learning environment in which you can put your own skills and newly acquired knowledge into practice, as well as understand what humanitarian work is really like.

Who should attend?

This course is suitable for people with a range of different backgrounds and levels of humanitarian experience. EHP is also designed for experienced technical specialists currently working in humanitarian or development contexts who want to deepen their understanding of humanitarian foundations, context, coordination mechanisms, and emerging issues and trends.

Modalities:

- Face-to-face: 5 days.
- Blended (over several weeks): 7.5h self-paced online, 10h online facilitated sessions, 2 days face to face.
- Possibility to design a bespoke condensed version (face-to-face or blended).

So You Think You Want to be an Aid Worker?

Discover the key components, principles, and realities of humanitarianism. You will also have the opportunity to consider your personal motivations for entering the sector and analyse whether this is a suitable field for you. This six-hour online interactive workshop is an essential introduction for anyone interested in a career in the humanitarian sector.

You will learn about the nature of humanitarianism, its history and the standards and principles that guide work in the sector. You will hear first-hand experiences from individuals who have been involved in humanitarianism to understand the benefits and challenges of this type of work. You will learn about recruitment trends in the humanitarian sector, learning about where to apply, and what kind of skills are in demand. We will share top tips to help you enhance your CV and effectively present your existing skills and knowledge for the humanitarian sector.

Course Content:

- The disaster cycle
- Codes and standards in humanitarianism
- Humanitarianism in practice
- The humanitarian sector
- CV-writing for the humanitarian sector
- Employment, volunteering, internship, and training resources and opportunities
- Personal stories and experience.

Who should attend?

This course is designed for those with a limited understanding of the humanitarian sector and an interest in a humanitarian career. Those with no previous experience or knowledge in the sector are also welcome to attend.

Modalities:

- Face-to-face: 1 day.
- Online facilitated: 6h

Training of Trainers

RedR's *Training of Trainers* (ToT) course equips participants on how to plan and deliver effective face to face and online courses. RedR's ToT combines theory and practice to help participants understand the fundamentals of training and facilitation and develop competencies to aid them in becoming more effective trainers.

The ToT uses fully participatory methods catering for different adult learning preferences. Participants learn from experience, observation, and feedback in highly participatory activities. The skills they learn during the course are immediately put into practice and developed as they plan and deliver their own short training sessions.

Course Content:

- Adult learning and the training cycle
- Learning needs analysis
- Writing training objectives
- Identifying key learning points
- Humanitarian context for trainers
- Training and facilitation techniques
- Providing feedback and coaching

What will you learn?

- State principles of adult learning and apply them to designing and running a training course or session.
- List the stages of the training cycle and the key activities that need to happen at each stage.
- Apply a learner-centred approach when designing and delivering online or face-to-face training.
- Identify aims and objectives for training courses and sessions.
- Design a training session that uses a variety of participatory methods and tools (online or face-to-face).



2 Participant from Training of Trainers in Mogadishu, September 2023

- Describe the role of a facilitator and ways to work creatively and constructively with groups.
- Apply what you have learnt on this course to your own training contexts.

Who should attend?

This course is aimed at programme officers, managers, and other humanitarian or development staff whose roles involve developing and delivering training or capacity building programmes for staff and partners.

Modalities:

- Face-to-face: 3 days.
- Blended (over several weeks): 9h self-paced online, 21h online facilitated sessions.

Leadership and Management



3 Participants of Training of Trainers in Nairobi, October 2023.

Leadership and Management is tailored to enhance the leadership skills of humanitarians occupying management or coordination positions. Drawing upon cutting-edge research from authorities like ALNAP, it delves into the essential skills necessary for effective leadership. Each session amalgamates theoretical insights with practical exercises, providing participants with a structured environment to hone their abilities. Throughout the course, an ongoing case study serves as a platform for trainees to apply their leadership skills in realistic scenarios, allowing them to navigate challenges akin to those faced by senior team members during humanitarian emergencies. Additionally, the course offers participants a chance to reflect on their individual leadership capabilities and devise a personalized development plan through supportive peer coaching.

Course content:

- Being a leader in a Humanitarian Emergency
- Leadership models and humanitarian leadership qualities
- Power and authority

- Strategic leadership
- Relational and communication skills for leadership
- Principled negotiation
- Decision making and risk taking
- Building teams
- Building leaders
- Coaching and constructive feedback

What will you learn?

- Use a range of culturally sensitive and practical techniques to improve your leadership.
- Explain the leadership process and leadership models and their relevance to your current role.
- Create a personal leadership and development plan to begin a continuous process of learning and personal development.
- Identify your own leadership skills and abilities, and apply them to your working life.
- Reflect upon your own leadership attributes and strengths within the humanitarian context.
- Learn from the leadership capabilities of others.
- Explain the role of a leader in motivating a team and delivering against target.

Who should attend?

The course is geared at managers, team leaders and general aid workers who manage people in the humanitarian and international development sectors. It would also suit people with technical experience who want to vary or expand upon their people management skills. This training is appropriate for people who are already in, or want to move into, a management role and have some understanding or prior experience of managing individuals or teams.

Modalities:

- Face-to-face: 3 days.
- Blended (over several weeks): 4.5h self-paced online, 21h online facilitated sessions.

Equality, Diversity & Inclusion (EDI)

RedR UK's EDI course is designed for humanitarian practitioners and leaders who want to encourage behaviours and activities that increase equality, inclusion and diversity and reflect on power, privilege, and intersectionality in their programmes. The training course will enable participants to reflect more deeply on behaviours in the humanitarian sector and will help foster a long-term process of positive change.

Course content:

Module 1: Power, privilege, and intersectionality

This module will deepen your understanding of the dimensions of power, equality, and inclusion, and become more aware of the impact of your own biases and behaviours.

Module 2: Working with standards and guides to foster equality and inclusion

Module 2 will enable you to navigate the Humanitarian Inclusion Standards for older people and people with disabilities (HIS) and IASC Gender handbook, among other humanitarian policies and guidelines.

Module 3: Embedding Gender Equality and Social Inclusion (GESI) in programmes

This module explores how to evaluate GESI approaches to needs assessment and programme design, including the Gender, Inclusion, Power, and Politics (GIPP) guide and toolkit. This will enable you to deepen your analyses before, during and after programme implementation.

Module 4: Inclusive mitigation and response to Gender Based Violence (GBV)

Module 4 will equip you with tools and practices to analyse and mitigate the risk of GBV and effectively respond to cases, including with people of diverse genders, sexual orientation, ethnicities, and disabilities.

Module 5: Decolonisation in programmes and leading change

The fifth and final module evaluates how current practices, programmes and/or structures may reflect and/or proliferate colonial views. It also examines how to lead change processes that can support decolonising through programme design, delivery, and management.

Who should attend?

The course is targeted at people who already have a basic understanding of Gender Equality and Social Inclusion (GESI) and want to broaden their skills and practice applying knowledge.

Modalities:

- Blended on-line (29h over several weeks): 13h self-paced online, 16h online facilitated sessions.
- Possibility to design a bespoke version or extract stand-alone modules.

Project Cycle Management

RedR UK's *Project Cycle Management* course is designed to equip humanitarian workers with the essential project management skills required to excel in implementing effective responses to complex emergencies. Through a comprehensive curriculum, participants gain a deep understanding of the humanitarian project cycle, including needs assessments, planning, monitoring, and evaluation. Practical tools and techniques are explored in depth, empowering



4 Participant of Project Cycle Management in Lviv, April 2023.

participants to develop logical planning frameworks, manage resources effectively, and navigate financial challenges with confidence. With a strong emphasis on accountability and quality assurance, this course prepares participants to deliver quality outputs on time, even under the most challenging circumstances, ensuring the successful implementation of humanitarian projects.

Training Course Content:

- The humanitarian project cycle
- Project management tools and techniques
- Financial management
- Monitoring and evaluation
- Needs assessments and analysis
- Logical framework
- Resource management

What will you learn?

- List the stages of the project cycle and issues that may arise.
- Define the purpose and principles of conducting effective assessments.
- Demonstrate how to set project goals and develop logical planning frameworks.
- Identify resource management techniques for the critical stages of an emergency.
- List the financial risks in the critical stages of an emergency and identify their potential impact and how to manage them.
- State the purpose and principles of effective monitoring and evaluation, and create useful reports.

Who should attend?

The course is primarily aimed at humanitarian workers who do, or will have, a project management role. It is also relevant for project managers in the development sector interested in developing competencies for managing projects in emergency situations.

Modalities:

- Face-to-face: 3 days.
- On-line facilitated, bite-sized modules (6h)

Advanced Project Cycle Management

RedR UK's *Advanced Project Cycle Management* course elevates project management skills to the next level, providing participants with advanced tools, processes, and strategies essential for delivering impactful projects in humanitarian and development contexts. Through immersive case studies and real-life project scenarios, participants critically analyse complex projects, gaining invaluable insights into stakeholder management, risk mitigation, and change management. With a focus on enhancing situational leadership and fostering a culture of continuous improvement, this course equips participants with the advanced competencies required to navigate multifaceted project challenges successfully. By the course's conclusion, participants emerge as adept project managers, poised to lead transformative projects that make a meaningful difference in communities around the world.

Course Content:

- Project Cycles
- Identification and Design
- Planning
- Stakeholder Management
- Risk Management
- M&E for Project Managers
- Issue and Change Management
- Project Closure
- The Project Manager



15 Participants from Advanced Project Cycle Management in Lviv, April 2023.

What will you learn?

- Critically analyse a project plan, including logframes and project narratives.
- Identify potential issues and solutions to working with a variety of stakeholders, including partners and suppliers.
- Distinguish between assumptions, issues, and risks and make plans for each to mitigate project impact.
- Describe the role of the project manager in M&E and carry out appropriate M&E analysis tasks, including managing variances.
- Utilise tools to improve transition planning and apply project lessons learned.
- Explain the significance of situational leadership and apply it to personal project management situations.

Who should attend?

Based on the Project DPro phase model of project management, this course is for project managers already working in the humanitarian and development sectors looking to fine tune their skills. A basic understanding of Project DPro principles is strongly advised, as well as experience managing projects and using basic management tools like project plans, logframes, and budgets.

Modalities:

- Face-to-face: 3 days.

Proposal and Report Writing

Proposal and report writing serve important functions in humanitarian agencies and are common and necessary tasks for staff in various levels and roles. Nevertheless, writing proposals and reports can be challenging. The ability of NGOs to deliver aid is dependent on their access to funds, and the quality of project proposals determines whether or not funds are ultimately received. Good reports ensure all are kept informed of progress. Reports must analyse information, draw consistent conclusions, and make sensible and practical recommendations, otherwise they risk falling short of their objective.

RedR's *Proposal and Report Writing* course help participants develop the competencies needed to write compelling proposals and informative reports in the humanitarian context. Through active and participatory learning, this course aims to equip participants with a solid understanding of proposal and report writing, and the ability to apply this understanding in practice.

What will you learn?

- List the components of proposals and reports and explain the logical flow connecting different components.
- Explain the purpose of proposals and reports, and outline what makes them effective.
- Show how to distinguish between the templates, requirements, and processes for applying to different donors, appeals and funding streams.

- Shape proposals to fit donor requirements, preferences, and guidelines.
- Demonstrate the use of tools, such as the logical framework, to design proposals with clear logic.
- Produce accurate effective reports that are designed to meet the readers' needs.
- Demonstrate the use of tools to effectively plan for single-author and collaborative proposal and report writing.
- Write concise clear proposals and reports using appropriate writing styles, formats, structures, and graphics.

Who should attend?

This course is aimed at project officers, programme managers, desk officers, regional coordinators, fundraisers, and other staff who are responsible for writing proposals and reports, or contributing to these. It is suitable for participants who are starting in these roles, or who already have some experience and want to further improve their abilities. Staff working for donor agencies who are involved in the review of proposals and reports are also very welcome to attend. The focus is on proposals and reports for the humanitarian sector, although those working in the international development sector may also find it useful.

Modalities:

- Face-to-face: 3 days.
- Blended (over several weeks): 9.5h self-paced online, 21h online facilitated sessions.

Innovation in the Humanitarian Sector

This *Innovation in the Humanitarian Sector* three-day course uses the Human Centred Design approach to innovation. The course is structured to lead participants through the different stages and tools that can be used to move from identifying challenges, creating ideas and solutions, to testing and refining these to create new ways of working or approaches to address issues within their contexts. The course then allows participants to put their learning of this process and tools to use, following the creative process through using their own examples, and finishes by supporting participants to review their own project proposals to identify and create opportunities for innovation in their future work.

What will you learn?

- Describe approaches to incorporating innovation into their programming, and highlight the benefits of innovative approaches in humanitarian response
- Demonstrate how to move through the different stages of human centred design, including use of various tools that can support problem definition, creative thinking, testing and developing evidence for their innovation
- Explore the ethical considerations of applying new ways of working in humanitarian response
- Apply this knowledge to real life challenges that they and the populations they work with face, and create plans for incorporating innovation into their work following the training

Who should attend?

This course is aimed at project officers, programme managers and coordinators, desk officers, regional coordinators, M&E and other staff who are responsible for designing and implementing projects, or contributing to these. It is suitable for participants with beginners and intermediary levels of experience in implementing different components of innovation and new ways of working.

Modalities:

- Face-to-face: 3 days.

Existing Training Offer: AI, Data & Monitoring and Evaluation

AI for humanitarians

Designed by RedR UK and RedR Australia, this training aims to help humanitarians better understand, use, monitor, and critically reflect on the use of AI in the humanitarian sector, grounded in humanitarian principles and practice. Instead of providing tips and tricks for specific AI Tools, this course provides an introduction to the potential benefits, challenges, and risks posed by AI in the humanitarian sector that learners can use as a foundation on which to build more advanced skills.

Course content:

- What is Artificial Intelligence: Key terms and concepts
- AI in the humanitarian sector: An Introduction
- Risk Assessment and Mitigation
- AI Governance Initiatives and Guidance, Key Stakeholders, and Next Steps

What will you learn?

- Define key concepts in Artificial Intelligence (AI), including machine learning, natural language processing, and computer vision,
- Identify potential applications of AI in the humanitarian sector,
- Explain ethical considerations of using AI in humanitarian response, including bias, privacy concerns, and potential harm using the humanitarian principles as a framework for analysis,
- Recognise potential risks of AI in humanitarian work and name potential mitigation strategies,
- Critically assess AI tools and use the humanitarian principles to evaluate their suitability for specific humanitarian contexts.

Who should attend?

This course is aimed at humanitarian practitioners interested in building their foundational understanding of the use of AI in humanitarian response.

Modalities:

- Face-to-face: 1 day.
- Blended (over several weeks): 4h self-paced online, 8h online facilitated sessions.

Essentials of Humanitarian Data Analysis

The aim of this course is to introduce humanitarian professionals to the fundamentals of humanitarian data analysis, including the essentials of humanitarian analysis, analytical frameworks, identifying sources and biases and data visualisation and reporting.

Course content:

- Introduction to Humanitarian Data
- Planning for analysis
- Critical thinking
- Data Sources
- Data Biases
- Data Ethics
- Data Protection
- Recap of previous day
- Preparing your data for analysis
- Exploratory data analysis and disaggregation
- Qualitative analysis
- Participatory analysis
- Sense-making: Interpretation
- Communicating your findings
- Simulation

What will you learn?

- Identify the key principles of analysis and the key steps involved in designing, planning, doing and communicating analysis
- Describe the data life cycle and its relevance to planning and programming in humanitarian contexts
- Explain different approaches to analysing qualitative and quantitative data in humanitarian contexts
- Identify and address biases, dubious data and ethical challenges in analysing humanitarian data
- Apply participatory approaches to working with humanitarian data
- Understand how the results of different analyses can be brought together to produce insights
- Apply skills from all stages of the data analysis life cycle including planning, preparing data for, and performing analysis, and presenting findings

Who should attend?

This course is aimed to "bridge the gap" between local organisations and individuals involved in direct humanitarian response work in communities, and decision makers/managers overseeing programmes and/or portfolios of work. Learners will likely be in programming and coordination positions who may use data to better inform planning, implementation and decision-making.

Modalities:

- Face-to-face: 3 days.
- Blended, condensed (over several weeks): 4h self-paced online, 8h online facilitated sessions.

Monitoring and Evaluation (M&E)

RedR UK's introductory-level *M&E* course aims to develop the competencies needed to monitor and evaluate interventions in humanitarian and development contexts. Through active and participatory learning, this course equips participants with a solid understanding of appropriate monitoring and evaluation tools, as well as the ability to apply these tools in practice.

Course content:

- Purpose of monitoring and evaluation
- M&E and the project cycle
- Needs assessment
- Planning
- Bias and ethics
- Sampling
- Interview / data collection methods
- organising, analysing, and describing data

What will you learn?

- Explain the difference between monitoring and evaluation, and relate both to the results chain.
- Explain the purpose of monitoring and evaluation and how that varies amongst stakeholders.
- Select appropriate baseline data and design data collection methods.
- Design relevant and useful indicators for monitoring.
- Write a purpose statement for an M&E intervention and plan data collection activities.
- List three types of interviews and select the most appropriate for the given situation.
- Identify and mitigate risks of bias and unethical practice in M&E.
- Determine sampling sizes for data collection, organise, analyse, and present data.
- Plan and manage project evaluations and ensure reports are relevant to stakeholder needs.

Who should attend?

This course is aimed at programme officers and any others looking to learn about monitoring and evaluation within the humanitarian and development sector, as well as coordinators and managers looking to refresh their monitoring and evaluation abilities and their M&E system.

Modalities:

- Face-to-face: 3 days.
- Blended (over several weeks): 7.5h self-paced online, 15h online facilitated sessions.

Needs Assessment in Emergencies

RedR UK's *Rapid Needs Assessment in Emergency* training course offers valuable insights into factors influencing behaviours during emergencies and strategies to mitigate risks for vulnerable populations. The course aims to foster participants' abilities to conduct and assess rapid needs assessments within humanitarian and development contexts. Using active and participatory learning methods, it seeks to provide participants with a comprehensive grasp of pertinent assessment principles and tools, enabling them to effectively apply these in real-world scenarios.



6 Participants from Needs Assessments in Emergencies in Gaziantep, July 2023.

Course content:

- Objectives of the needs assessment
- Terms of reference
- Planning assessment activities
- Information collation and report writing
- Data collection techniques
- Analytical frameworks, impact, and relevance
- Data collection methodologies and analytical frameworks that are most appropriate to each sector
- Links between sectors
- Sector-specific benchmarks, especially Sphere Standards

What will you learn?

- Design and plan an effective needs assessment employing tools appropriate for the approach.
- Analyse assessment data to effectively report on beneficiaries' needs and capacities.
- Analyse cross-cutting and sector specific issues that impact on emergency needs assessments.
- Demonstrate an understanding of the humanitarian context and underlying principles.
- Describe the importance of using a participatory approach throughout the assessment cycle.
- Demonstrate an understanding of the key skills, personal attributes and competencies required by an emergency needs assessor.

Who should attend?

This course is aimed at people with some experience of working in the humanitarian or development sectors. It would be most beneficial for aid workers who undertake needs assessments in their work or who foresee having to conduct needs assessments in the future.

Modalities:

- Face-to-face: 3 or 5 days.
- Blended (over several weeks): 7h self-paced online, 14h online facilitated sessions.

Existing Training Offer: Safety and Security

Personal Security for Humanitarians (PSH/HEAT)

RedR UK's *Hostile Environment Awareness Training* (HEAT/Personal Security for Humanitarians) is an intensive, residential program meticulously crafted to provide NGO workers with indispensable security foundations. Participants are immersed in a dynamic learning environment where theoretical knowledge is immediately put into practice through real-life simulation exercises. Throughout the course, participants gain invaluable insights into assessing and navigating high-risk environments, understanding the intricacies of security planning and contingency management, and developing crucial skills in mental and physical preparedness. With a strong emphasis on personal safety and security, this course equips participants with the necessary tools and strategies to mitigate risks effectively, ensuring their safety and that of their colleagues and organisations in challenging operational contexts.

Course Content:

- Definitions and technical terms including threat and vulnerability
- Gender and security
- Context assessment including situational awareness, threat identification and political and cultural sensitivities

- Risk Assessment and Analysis
- Developing security strategies
- Security planning and contingency management
- Radio, field, and emergency communications
- Mental and physical preparedness and stress management
- Coping with sexual violence
- Vehicles and travel security
- Abduction, detention, and illegal detention with a focus on sexual violence
- Evacuation planning and procedures
- Terrorism
- Surviving hostile environments
- Optional content: First Aid (1 day)
 - ✓ Technical terms and definitions in First Aid
 - ✓ Managing First Aid scenarios including:
 - Primary Survey and Recovery Position
 - CPR and Safe Use of the AED
 - Choking
 - Bleeding and Catastrophic Bleeding
 - Hypovolaemic Shock
 - Burns and Scalds
 - Major Seizure (Tonic-Clonic)
 - Minor Injuries

What will you learn?

- Explain the importance of understanding your role and the security environment.
- Be able to conduct a context analysis and a personal risk assessment.
- Effectively contribute to a security planning process.
- Describe measures to reduce personal and team vulnerability to a range of threats.
- Explain the importance of cultural awareness and sensitivity, team working, interpersonal communications and how diversity impacts on security.
- Demonstrate immediate responses to threats in the operating environment.
- Demonstrate basic knowledge of first aid procedures.

Who should attend?

Personnel from NGOs, International Organisations, European Institutions, private sector, journalists, and academia.

Modalities:

- Face-to-face: 3 days (delivered only in the UK)
- Face-to-face: 4 days, including First-Aid component (delivered only in the UK)

Security Management for Humanitarians

RedR UK's standard *Security Management for Humanitarians* is a five-day intensive face-to-face course, which enables participants to identify the key requirements for managing security in complex emergencies and conflict zones by practicing essential techniques in risk management, security assessment and crisis response. The course draws on field case studies, the current humanitarian environment and the security management practices used by humanitarian bodies internationally.

Course content:

- Security Environment
- Security Frameworks
- Diversity/ Inclusive Security
- Context Analysis and Mapping
- Risk Analysis and Mitigation
- Risk Thresholds and Security Strategies
- Standard Operating Procedures
- Contingency Planning
- Incident/ Crisis Management
- Reporting and Information Management
- Responding to crisis
- Practical considerations of operational security management
- Operational security - managing people, site security, vehicles, communications, remote programming.

What will you learn?

- Demonstrate a comprehensive understanding of key security management skills (including risk management, situational analysis, assessment, plan implementation, monitoring and evaluation, continuity and crisis planning and leadership).
- Practice these skills in relation to setting and achieving programme goals when managing humanitarian emergencies.
- Demonstrate that you can work effectively in reviewing and enhancing security management practice and procedures to support programmes and staff in the field.
- Reflect and evaluate on personal performance and the performance of others in relation to security in emergencies and improving practice.
- Communicate effectively to different audiences in the field of humanitarian practice using appropriate media.

Who should attend?

This course is for anybody with significant security responsibilities in their job description. This would certainly include Security Focal Points, Country Directors, Field Coordinators, Logistic Managers in the field or persons based in headquarters overseeing country programmes. Even

experienced security practitioners will benefit from new theory and from the more intense practical exercises such as the simulation and panel exercise.

Modalities:

- Face-to-face: 5 days.
- Blended (over several weeks): 12h self-paced online, 28h online facilitated sessions.
- Possibility to design a bespoke condensed version (face-to-face or blended).



7 Participants from Security Management for Humanitarians in London, June 2023.

Travel Security

RedR's *Travel Security* training aims to enhance participants' awareness of security issues, and help them discuss, learn, and apply approaches and measures to improve their personal security when traveling to countries of their assignment. The course particularly focuses on risks participants can be exposed to during their travel.

Course content:

- Pre-Travel Preparations
- Developing security context
- In-Country Considerations
- Safety on the move
- Incident Response
- Specific Incident Awareness

What will you learn?

- Focus on identifying and managing risks during travel.
- Foster discussion, learning, and application of approaches and measures to improve personal security while traveling to assignment countries.
- Develop understanding of security context, threats, vulnerabilities, and risks.

- Provide guidance on trip planning for enhanced safety.
- Enhance skills in interpersonal communication related to security.
- Address safety protocols for movement during travel.

Who should attend?

This course is for anybody traveling to countries of their assignment and/or high-risk locations.

Modalities:

- Face-to-face: 1 day.
- On-line facilitated: 3.5h.
- Possibility to design a bespoke version (face-to-face or online).

Staying Effective

RedR's *Staying Effective* short course provides a foundation for understanding basic personal security, including assessing your own behaviour and risk profile, developing situational awareness, and conducting rapid, dynamic risk assessments. The module also examines basic techniques to remain effective, including techniques to manage stress and remain effective during the crisis.

Course content:

- Describe situational awareness and explain its usefulness for security;
- Explain how to conduct a dynamic risk assessment and assess sources of information;
- Identify signs and symptoms of mental ill-health and list possible solutions;
- Identify basic components for personal effectiveness and staying healthy.

Who should attend?

This course is for anybody involved in a humanitarian crisis response.

Modalities:

- On-line facilitated: 2h.