

Sphere Workshop Report Form

1. Trainers: Felicity Fallon, Sphere; Aninia Nadig, Sphere; Gabriel Godoy Cyrilo, FMHI
2. Training organised by: Save the Children Poland, Humanitarian Leadership Academy
3. Workshop dates: 13-15 February 2023
4. Training Venue: Warsaw, Poland
5. Number of participants: 17
6. Content included (check all that apply below):

<input checked="" type="checkbox"/>	Sphere: Welcome and Introduction to the Sphere Handbook
<input checked="" type="checkbox"/>	What is Sphere: The Handbook
<input checked="" type="checkbox"/>	What is Sphere: Using the Standards in Context
<input checked="" type="checkbox"/>	The Humanitarian Charter
<input checked="" type="checkbox"/>	Protection Principles
<input checked="" type="checkbox"/>	Core Humanitarian Standard
<input checked="" type="checkbox"/>	Water Supply, Sanitation and Hygiene Promotion
<input checked="" type="checkbox"/>	Food Security and Nutrition
<input checked="" type="checkbox"/>	Shelter and Settlement
<input checked="" type="checkbox"/>	Health
<input checked="" type="checkbox"/>	Using Sphere in Practice
<input checked="" type="checkbox"/>	Sphere and the Programme Cycle
<input checked="" type="checkbox"/>	Sphere, Assessment & Analysis
<input checked="" type="checkbox"/>	Sphere and MEAL (Monitoring Evaluation, Accountability and Learning)
<input checked="" type="checkbox"/>	Sphere, Quality and Accountability
<input type="checkbox"/>	Sphere and Coordination
<input type="checkbox"/>	Sphere, Cash, and Markets
<input checked="" type="checkbox"/>	Sphere, the Complementary Standards, and the HSP app
<input checked="" type="checkbox"/>	Advocacy: Realizing the Full Potential of Sphere
<input checked="" type="checkbox"/>	Evaluation and Wrap-Up

7. Participants questions and concerns that came up during the workshop

Why was the handbook not in their hands one year ago, when the Ukraine crisis started?

Why did the INGOs which arrived in Poland at the start of the crisis not promote the Sphere handbook to local NGOs?

What is the relationship between Sphere minimum standards and national legislation regarding Health & Safety e.g. building regulations?

Which phase of response do Sphere minimum standards apply to? Is it okay not to meet standards in the first few days? How long into a response do they apply?

Is it possible to organise trainings within Ukraine?

What lessons learned can be shared from FIHM's Roraima Humanitarian Mission experience?

Concerns about INGOs/donors destabilising/negatively affecting the local economy/national NGO network by taking key staff/offering salaries they can't compete with.

8. Feedback from participants at the end of each day and at the end of the workshop

Liked discussion, interactivity, practical exercises, regular breaks.

Would have liked clearer objectives and instructions for exercises and groupwork.

Would like trainers, where possible, to give qualitative feedback on groupwork.

Would like scenarios and activities to relate directly to their context (local and national NGOs in Poland).

They found Day 2 very tiring; maybe consider shorter days and/or a 4 or 5-day workshop.

9. Training team self-reflection

Group introductions should have been done by the end of day 1.

Should have paid more attention to integrating Ukrainian and other quieter participants (language barrier), perhaps by 'buddying' them with another participant/more regular check-ins.

Food session: When over-running, better to stop on time and wrap up clearly what has been done, rather than rush to complete the session.

Advocacy role play: FF to create written instructions for the roles to be played by the training team, plus a handout for the end of the exercise with a checklist of advocacy points that the participants could have made (like for the Food role play)

In general: When presenting a new topic, always ask what knowledge is in the room before starting, so that participants can share knowledge and trainer can tailor session. When wrapping up, always check learning points were achieved. Give feedback on activities before ending each session.

Combine Shelter and MSCM sections?

Add perhaps one practical exercise to Health section?

Certificates: have the whole training team hand them out.

Try to balance better the number of sessions per facilitator daily.

More contextualized scenarios for Shelter and MSCM sessions.

10. Observations from the training team about the Polish context

Young local humanitarian community, many of whom converted from other sectors at the beginning of the crisis. Significant career shift for most of them – from social to humanitarian context.

Limited knowledge on Humanitarian Standards; response to date based on Polish law and goodwill of local population. Enthusiasm for Sphere Handbook and eagerness to professionalise.

Lack of visibility/planning/realism with regard to a protracted crisis? Housing Ukrainians in homes not a long-term solution? Will be a need for longer term collective shelters for more vulnerable people e.g. who can't find their own apartment/job in Poland?

Number of INGOs increased significantly within the country since the war started. INGOs have taken space from the local NGOs regarding human resources and access to funding.

Strong solidarity approach from Polish population, but risk that this will diminish over time, especially if refugees are perceived to receive more favourable treatment than locals.

Mostly a women-led response (influenced also by the migration profile from Ukraine) which requires support for female leadership.