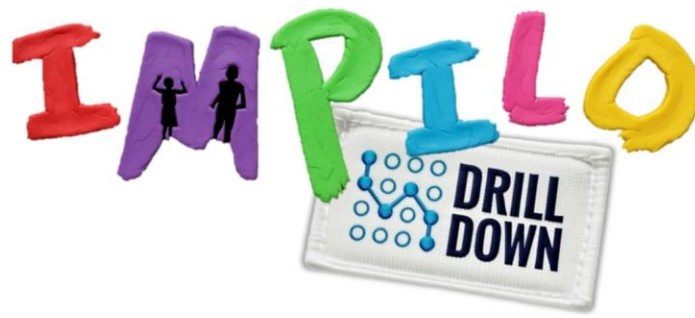




RESILIENT FAMILIES, SAFER WORKPLACES & COMMUNITIES

One-Day Practical Skills Workshop

Together, we always find a way.



BUILDING OUR VILLAGE

Creating Protective Norms & Reducing
Risks to Children & Teens



Session 5



RESILIENT FAMILIES, SAFER WORKPLACES & COMMUNITIES



BY THE END OF THIS SESSION YOU WILL BE ABLE TO:



- Describe at least three protective family or workplace norms.

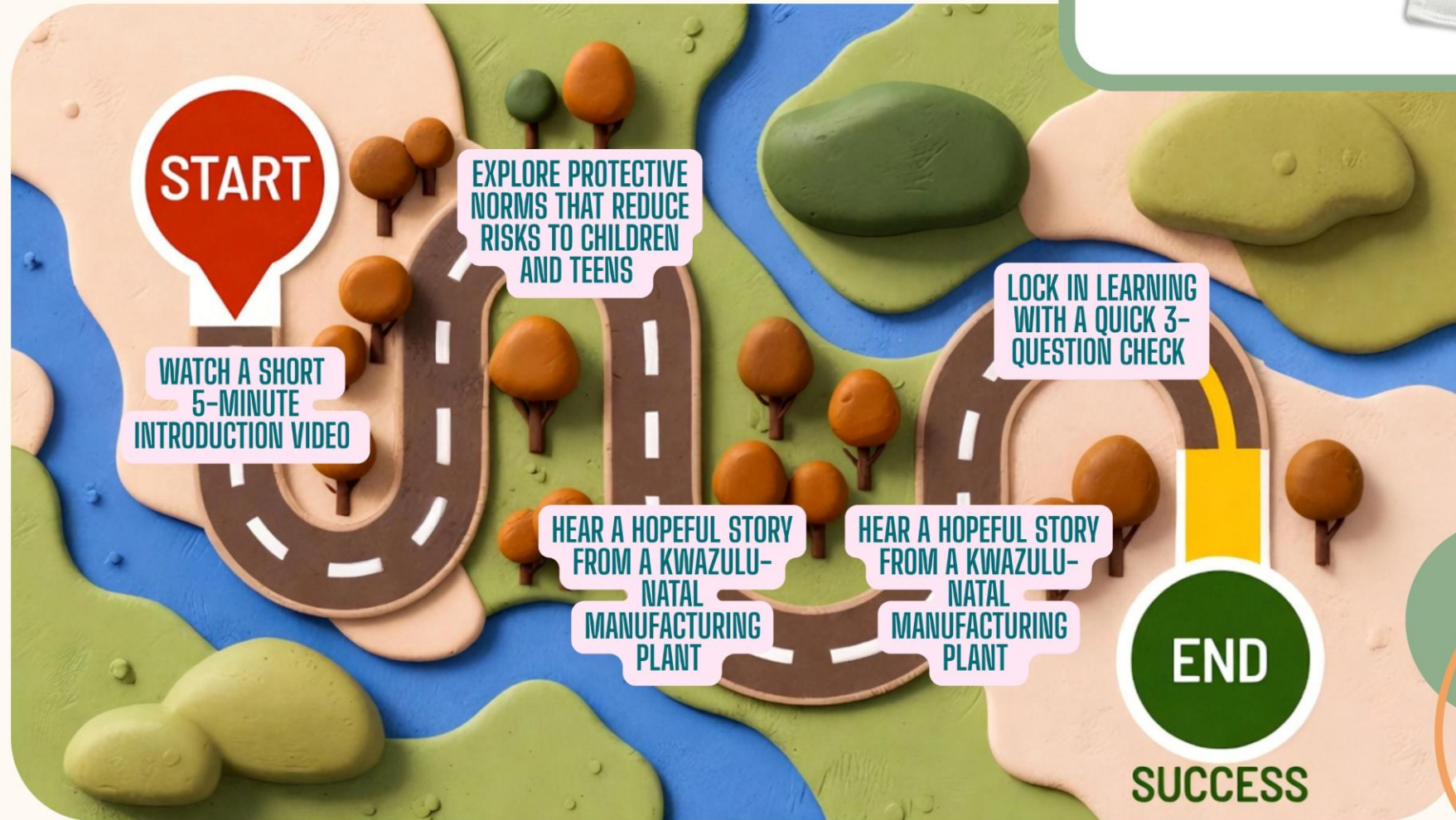
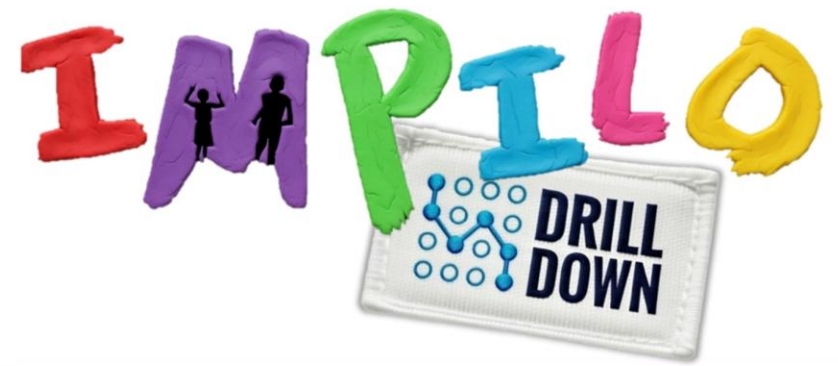


- Link those norms to reduced teen pregnancy risk and child vulnerability.



- Create one personal or team commitment that strengthens safety nets.
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SESSION ROADMAP

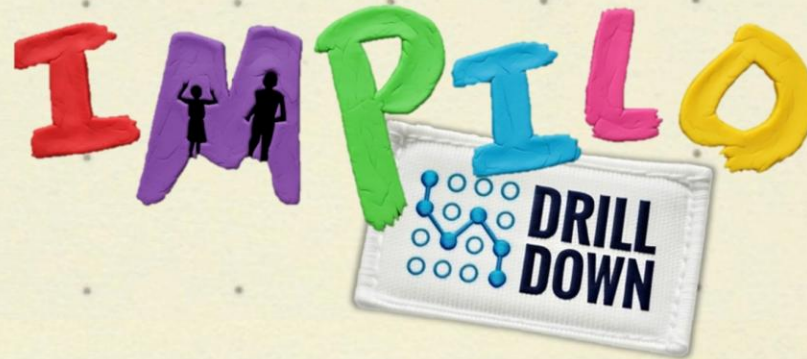


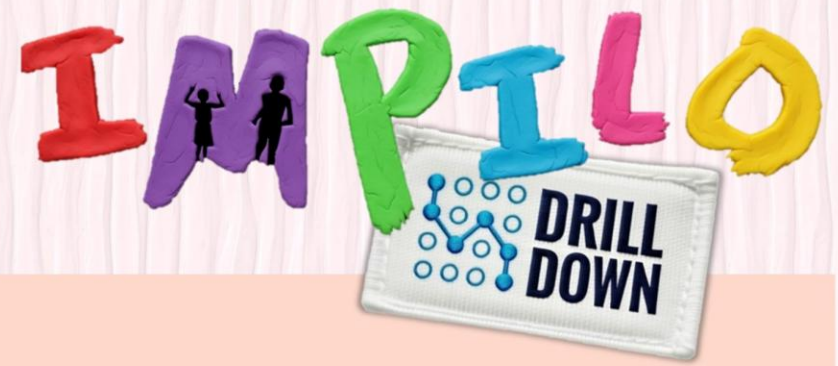


PLAY VIDEO

WHAT STOOD OUT TO YOU?

Turn to the person next to you for just 30 seconds and share one thing that stood out in the video.





IN SOUTH AFRICA WE HAVE A DEEP CULTURAL UNDERSTANDING

It takes a village to raise a child.
This is the spirit of ubuntu - we
are because we are together.

When families, workplaces and
communities create consistent
protective norms, children and
teens have stronger safety nets.

These norms reduce isolation,
model healthy relationships, and
lower the risks that can lead to
teen pregnancy or increased
child vulnerability.

Protective norms are not about perfection. They
are about small, repeatable practices that say:

“You matter. We are here. We look out for one
another.”



THE SPIRIT OF UBUNTU

EXAMPLES THAT RESEARCH AND LIVED EXPERIENCE SHOW MAKE A REAL DIFFERENCE



- Consistent adult-child connection time (even short daily check-ins or shared meals).
- Clear, warm boundaries combined with emotional availability.
- Open communication where children and teens know they can talk without fear of harsh judgment.
- Strong adult support networks so no caregiver carries everything alone.
- Collective responsibility - neighbours, colleagues and extended family quietly looking out for one another's children.

SMALL, REPEATABLE PRACTICES THAT STRENGTHEN SAFETY NETS



- Support for parents and caregivers without stigma (flexible check-ins, understanding of family responsibilities).
- Team practices that reduce isolation (simple daily or weekly check-ins: "How are we holding up?").
- Modelling respectful relationships and zero tolerance for bullying or controlling behaviour.
- Safe channels to raise concerns without fear of retaliation.



MANUFACTURING PLANT – KWAZULU- NATAL

Notice what they did not do.

They did not create complicated programmes. They strengthened simple, repeatable practices that said: “We are in this together.” That is how villages — and workplaces — protect children and teens.

The shift supervisors noticed that many team members were arriving exhausted and short-tempered because of pressures at home. Children were sometimes left with tired or stressed caregivers, and a few young people in the community were getting into risky situations.

Instead of blaming families, the supervisors started two small norms. First, they began every shift with a two-minute team check-in: “How is everyone holding up today?” Second, they created a simple, confidential way for parents to request a short family-related conversation with a supervisor without it affecting their standing.

Over six months, team members reported feeling less alone. Several parents said they now had the courage to talk earlier when things were getting difficult at home. One young worker later shared that knowing the adults around him cared enough to check in helped him make better choices.

The children in those families had more stable, supported caregivers because the workplace had quietly strengthened its protective norms.



TODAY WE WILL NOT ONLY TALK ABOUT PROTECTIVE NORMS

We will each create one realistic commitment that strengthens safety nets in our own families, teams or communities.



NOW WE WILL PRACTISE IN PAIRS

On the screen you will see a simple template for your personal Upstander Action Plan

- First, in small groups of four or five, take six minutes to brainstorm: What protective norms already exist in your workplace, family or community that you could strengthen? What small new norm could you help introduce? Think about what is realistic in your context.
- Then, on your own, take five minutes to write one specific, small commitment you will take away from today. It could be something you will do at home, at work, or in your community. Make it something you can actually start this week.
- After writing, turn to one person next to you and share your commitment (only what you feel comfortable sharing). Give each other one encouraging word.



✓
**Personal
Action Plan**

Participation is completely voluntary. If you prefer to observe and listen, that is perfectly fine and very helpful. Observers often give the best feedback. No one has to act out anything that feels uncomfortable. We are practising skills, not real situations.

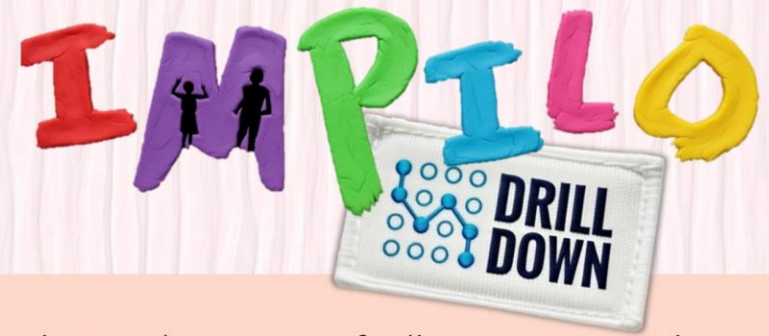


**ONE PROTECTIVE
NORM I WILL
STRENGTHEN OR
INTRODUCE**



Template layout

- What I will do this week...
- Who can support me...



BRINGING IT BACK TOGETHER

- What protective norm stood out to you as most powerful for reducing risks to children and teens?
- How does strengthening these norms at work or at home help create safer futures for young people?

Resilience is not about never feeling pressure. It is about having small, practical tools that help us stay clear and choose helpful actions - for ourselves, our teams, and the children who look to us. When we take care of our own steadiness, we are better able to stand strong together for our families and teams.





QUIZ!

To help us lock in what we've learned



Name two protective norms that help reduce risks to children and teens.



How can support for parents and caregivers at work or in the community benefit children at home?



What is one small commitment you are taking away from today that strengthens safety nets for children and families?



PROTECTIVE NORMS ARE BUILT ONE SMALL, CONSISTENT CHOICE AT A TIME

You have walked a powerful journey today, from seeing clearly, to stepping up safely, responding with heart, standing strong together, and now building our village. Every step you take protects South Africa's children and strengthens our families and workplaces.

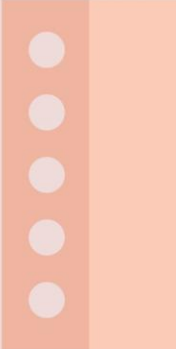


EXCELLENT WORK IN THIS SESSION



THE FULL RESOURCE PACK
WITH MORE EXAMPLES,
SCRIPTS AND NATIONAL
SUPPORT NUMBERS WILL BE
EMAILED TO YOU AFTER THE
WORKSHOP, ALONG WITH
YOUR CERTIFICATE OF
ATTENDANCE

LET'S MOVE INTO OUR
CLOSING INTEGRATION,
WHERE WE WILL REFLECT
ON THE WHOLE DAY,
COMPLETE THE FINAL
SURVEY, AND CELEBRATE
WHAT WE HAVE BUILT
TOGETHER.



You now have a clear picture of how protective norms
(built through small, consistent choices) create the
village that raises and protects our children and teens.
You have also made a personal commitment that
turns today's learning into real action.



WELL DONE, EVERYONE