

Organisational commitment to the protection of children

The Victorian Inquiry into the handling of child abuse by religious and other organisations (2013) found five broad categories of organisations in relation to child protection.

Proactive:	Understanding and commitment and continuous improvement.
Active:	Good understanding and good systems and processes to improve when necessary.
Compliant:	Understanding they have a responsibility. Compliant but have little commitment to ongoing improvement.
Reactive:	Little consideration relating to child safety. They have not considered the risk associated with child abuse but reactive to pressure.
Inactive:	No consideration. Do not consider there is an issue and have little intention of doing things differently.

Using the ratings system developed from the findings of the Inquiry and the results of your organisational audit (attached) how would you rate your organisation currently?

Organisational audit of child protection

Self-check

1. Clear and public commitment from CEO and Board to creating a culture of child protection.

Yes /No

2. Statement about organisational commitment to protecting children on public documents. For example website, advertisements for recruitment purposes.

Yes/No

3. Child protection training provided to all staff and volunteers and board members.

Yes/No

4. Your organisation has a clear Code of Conduct relating to the protection of children in your care. For example guidelines relating to:

- Sexual misconduct
- Boundaries of role
- Acceptable disciplinary procedures and strategies
- Technology and electronic communication
- Supervision of children and young people
- Overnight stays or billeting arrangements/camps
- Acceptable language
- Supervision of staff and volunteers
- Gift giving
- Photography of children and young people and use of images
- Physical contact guidelines
- Outside hours contact with children
- Drugs and alcohol use (possession, use and supply)
- Staff ratios
- Use of organisation's premises

- Transporting children (for example use of personal vehicles).
5. The organisation's Code of Conduct is included in induction procedures for all board members, staff and volunteers including permanent auxiliary staff such as bus drivers, security guards, gardeners and external contractors (such as school camp sub-contractors, outdoor adventure leaders, chefs etc) and is made available to key stakeholders such as parents.

Yes/No

6. In your organisation no one is exempt from screening procedures relating to their suitability to work with or be in contact with children including reference checks, identity checks and police checks and interviews (This includes board members).

Yes/No

7. Age appropriate training and/or communication to children and young people about their right to feel and be safe when participating in your service as well as their responsibility to treat other children with respect and care.

Yes/No

8. Feedback from children and young people about their participation in your organisation.

Yes/No

9. Regular communication with parents including methods for them to provide feedback and evaluation of your service.

Yes/No

10. Your organisation has a child abuse reports and allegations policy

Yes/No

11. Staff and volunteers are aware of the child abuse reports and allegations policy and have had training on this matter.

Yes/No

12. The child abuse reports and allegations policy is kept up to date and is clear and accessible to staff and volunteers and accessible to parents and young people.

Yes/No

13. Child protection measures in your organisation are dynamic. They are regularly reviewed and updated in response to incidents, allegations and the implementation of new programs or services.

Yes/No