

Anglican Board of Mission – Australia

Policy A1011

Child Protection Policy

Adopted by the ABM Board 14 September, 2018

To be reviewed no later than 2021

ABM's VISION

ABM wants to see people everywhere experience the wholeness of life God offers in Jesus Christ. Children had a special place in the ministry of Jesus (Mk 10:13-16). He recognised their vulnerability and their rights and mandated his followers to do the same.

ABM is guided, as it seeks to accomplish its vision, by the five marks of mission (as agreed by the Anglican Communion):

- Witness to Christ's saving, forgiving and reconciling love for all people;
- Build welcoming, transforming communities of faith;
- Stand in solidarity with the poor and needy;
- Challenge violence, injustice and oppression, and work for peace and reconciliation; and
- Protect, care and renew life on our planet.

In light of the mandate from Jesus, ABM acknowledges that the Protection needs of Children cannot be assumed but must be specifically addressed as it seeks to respond to these marks of mission.

Accordingly, in this policy ABM recognises the personal dignity and rights of Children towards whom it has a special responsibility. ABM and all its staff and volunteers, undertake to create a safe environment for Children and young people and to prevent their physical, sexual, or emotional Abuse or Exploitation.

PURPOSE OF THIS POLICY

To express ABM's commitment to protect Children from Exploitation and Abuse of all kinds in the delivery of ABM's programs and activities, and to provide for procedures, guidelines and a Child Protection Code of Conduct to fulfill this commitment.

DEFINITIONS

For definitions see the Glossary section of B2013 Child Protection Procedures and Guidelines.

FORMULATION

This policy has been formulated with reference to the Australian Government's Department of Foreign Affairs and Trade (DFAT) Child Protection Policy 2017 and its related guidance documents, the ACFID Code of Conduct (July 2017) and relevant requirements of the General Synod of the Anglican Church of Australia.

SCOPE

This Policy and the supporting detailed B2013 Child Protection Procedures and Guidelines apply to all ABM Personnel, volunteers, visitors, consultants, subcontractors, and advisors, as well as to partner organisations who are subcontracted by ABM and their respective Personnel.

POLICY

- 1 ABM maintains a Child Protection Code of Conduct that meets the minimum standards set by the ACFID Code of Conduct and DFAT, and the General Synod of the Anglican Church of Australia. ABM will require all Personnel who fall within the scope of this policy to sign and subscribe to its Child Protection Code of Conduct.
- 2 ABM has robust recruitment screening processes for all personnel and these processes include:
 - Criminal record checks prior to engagement
 - Direct verbal referee checks prior to engagement
 - Interview plans that include behavioral based questions for all personnel
 - Working with Children checks where personnel are likely to be working with children.
 - Checks required under General Synod legislation.
- 3 ABM has a clear and documented reporting procedure for Child Exploitation and/or Abuse and any allegations or suspicions of Child Protection Code of Conduct or policy non-compliance, including available sanctions for breaches.
- 4 ABM provides Child Protection Training for all Personnel and for its partners where required so that they are fully aware of their responsibilities.
- 5 ABM commits to preventing a person from Working or having Contact with Children if they pose an unacceptable risk to Children. In its contractual arrangements with Partners, ABM requires Partners to ensure that their own Child Protection Policies and Procedures comply with these standards, and that Partner staff, their volunteers and project visitors having Contact or Working with Children, comply with these standards.
- 6 Breaches of the Child Protection Policy may result in serious sanctions. ABM's Employment Manual and contracts contain provisions for dismissal, suspension or transfer to other duties for any employee or volunteer who breaches the Child Protection Code of Conduct.
- 7 ABM conducts quarterly risk assessments of all its programs, including those that have contact with children. The purpose of the assessment is to identify risks, classify any high risk activities, and document steps being taken to reduce or eliminate these risks. For further information on the conduct of specific Child Protection Risk Assessments, see B2013 Child Protection Procedures and Guidelines. Child Protection Risk Assessments and monitoring are embedded in ABM's project cycle documents and templates.
- 8 ABM has a comprehensive set of Child Protection Procedures and Guidelines which are regularly reviewed.
- 9 This policy will be reviewed at least every three years, or more often if required by changes to regulatory requirements or other changes in circumstances.