

RedR Australia considers child abuse unacceptable in all circumstances. RedR Australia is committed to respecting the rights of boys and girls at all times. This will be achieved by awareness, prevention, and reporting of risks to children that may lead to harm in a timely and appropriate manner.

Purpose

This policy demonstrates RedR’s commitment to protecting children from abuse. The policy aims to ensure that RedR takes all possible steps to ensure a safe environment for children where risks to children’s safety, protection, and well-being are identified and managed in a timely and appropriate manner.

This policy highlights the responsibility of all RedR personnel to ensure that children’s right to safety, protection, and well-being is respected at all times. All RedR personnel must comply with the policy’s requirements and understand the sanctions that may be applied for breaches of the policy.

Guiding principles

This policy is informed by the guiding principles described in the United Nations Convention on the Rights of the Child. This includes;

- All children have equal rights to protection from abuse and exploitation; they have the right to be safe at all times.
- Zero tolerance towards child abuse
- Everyone has a responsibility to support the care and protection of children
- Respect for diversity in cultures and faith while maintaining child safety
- No child should come to harm as a result of their engagement with RedR
- Child protection concerns and breaches of this policy will be guided by the principle of ‘the best interests of the child’
- RedR personnel are supported by clear policies and procedures

Definitions

Child	A person under the age of 18 years (in accordance with Article 1 of the United Nations Convention on the Rights of the Child).
Child Abuse	All forms of physical abuse, emotional ill-treatment, sexual abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a child and includes any actions that results in actual or potential harm to a child.
Child Protection	An activity or initiative designed to prevent and/or respond to child abuse.
Partner	UN agencies, local implementing partners, local non-governmental organisations, international non-governmental organisations, and all other parties that we work with or alongside.
RedR Personnel	Refers to a range of paid and unpaid individuals who have committed to work with or support RedR Australia. It includes, among others, staff, standby register personnel, associate trainers, interns/work placements, deployees, volunteers, board members, contractors/consultants, standby partner organisations, funding agencies.

Responsibilities of those covered by the scope of the policy:

RedR management will ensure its commitment to protecting children from abuse through the following means:

- Awareness:** Ensure that all personnel are aware of risks that may lead to harm.
- Prevention:** Ensure, through awareness and good practice that all personnel minimise risks to children.
- Reporting:** Ensure that all personnel are clear of the steps they must take when concerns arise regarding the safety and wellbeing of children.

Everyone who works with and engages with RedR has a responsibility to ensure that children are protected. The responsibilities detailed below are mandatory for all individuals who fall within the scope of this policy.

1. Never abuse and/or exploit a child or act/behave in any way that places a child at risk of harm.
2. Sign onto and agree to abide by this policy, code of conduct and the procedures relevant to them.
3. Report any child protection concerns in accordance with applicable local office procedures and this policy.
4. Respond to a child who may have been abused or exploited in accordance with applicable local office procedures and this policy.
5. Cooperate fully and confidentially in any investigation of concerns or allegations of child abuse.
6. Participate in the Child Protection Policy Induction training as required.
7. Contribute to building an environment where children are respected and encouraged to discuss their concerns and rights.
8. Always treat children in a manner that is respectful of their rights, integrity and dignity, considers their best interests and does not expose them to, or place them at risk of harm. For example: when taking images/pictures during visits, interacting with children or generating stories of children, ensure that this is done in a manner consistent with the appropriate RedR policies and procedures.

How we will ensure our commitments above are met

The CEO is responsible for the implementation of the Policy.

She/he will ensure that:

- All personnel sign up to, and abide by, the RedR Child Protection Policy and RedR Child Protection Code of Conduct.
- All personnel have access to a copy of this policy and code of conduct.
- All personnel who are in contact with children are screened and monitored to ensure the organisation does not employ or retain people who pose a risk to children.

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- Referee checks, interview questions and criminal record checks (police checks) will be obtained for all RedR personnel and for all deployees and trainers that have contact with children.
 - All child protection concerns are reported to the appropriate focal point/s within 24 hours, or as soon as practically possible.
 - Breach of this policy and/or Code of Conduct resulting in performance management or termination of employment.

Review of Policy

The policy will be reviewed every three years to ensure the policy and its relevant procedures reflect the organisation's commitments.

Reporting

It is mandatory for all RedR personnel to confidentially report concerns or allegations of child abuse that relate to a child involved in the RedR mission immediately (or at least within 24 hours) to the Child Protection Focal Point, Shu Hui Yap, Senior HR Advisor, on +61 3 8341 2666 or syap@redr.org.au

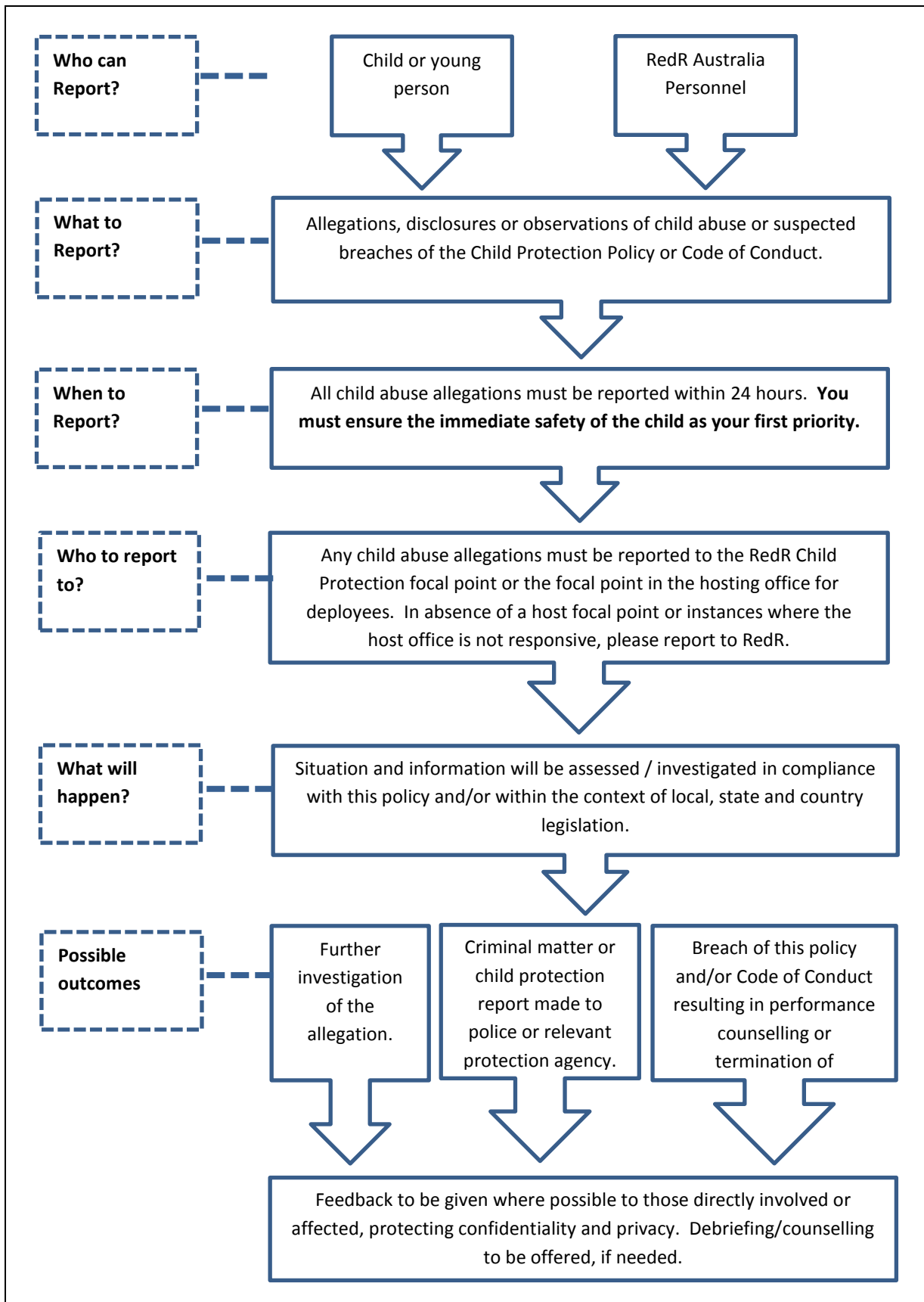
Deployees on mission must report concerns as per the hosting office's policy and procedures, as well as reporting as per the procedures outlined in this policy.

Reporting suspicions of child protection contravention is a sensitive matter and the RedR Child Protection Reporting Workflow is intended to direct personnel in appropriate and expected actions.

Reporting behaviours demanded by RedR include:

- **DO** maintain confidentiality beyond directed reporting lines
- **DO** keep factual notes of the incident, e.g. times, places, individuals involved etc.
- **DO** acknowledge what disclosing children/colleagues have told you and let them know that you will report the matter discreetly to the appropriate focal point.
- **DO NOT** promise to keep secrets as a child may be about to disclose abuse
- **DO NOT** quiz children about the incident/ces they are disclosing, simply listen, acknowledge, and document facts as quickly as possible after the disclosure or incident
- **DO NOT** undertake your own investigation into abuse allegations (unless the nature of your position, e.g. child protection, demands such action). RedR's expectation is that you report your observations and any disclosures immediately and to the appropriate authority as per the Reporting Workflow.

Child Protection reporting workflow¹



¹ Modification to the model taken from Save the Children Australia Child Protection Policy & Code of Conduct, 2010.

CHILD PROTECTION CODE OF CONDUCT

All personnel must agree and abide by the RedR Child Protection Policy and RedR Child Protection Code of Conduct.

This is not an exhaustive or exclusive list. The principle is that personnel should use common sense and avoid actions or behaviour which may constitute poor practice or potentially abusive behaviour.

When in contact with children:

- treat all children and young people with respect regardless of race, colour, sex, language, disability, religion, political or other opinion, national, ethnic or social origin, birth or other status;
- be aware of situations that may present risks and manage these, eg avoid situations in which you or a colleague may be alone with a child/children;
- plan and organise the work and the workplace so as to minimise risks;
- as far as possible, be visible in working with children;
- ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed;
- ensure that a sense of accountability exists between personnel on deployment and partner organisation staff, so that poor practice or potentially abusive behaviour does not go unchallenged;
- talk to children about their contact with staff of partner organisations or others, and encourage them to raise any concerns;
- empower children - discuss with them their rights, what is acceptable and unacceptable, and what they can do if there is a problem, within the Child Protection frameworks of partner organisations;
- do not hire children for domestic or other labour which is inappropriate to their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury;
- comply with all relevant Australian and local legislation in the location of deployment, including labour laws in relation to child labour.

Agree to never:

- hit or otherwise physically assault or physically abuse children;
- develop physical/sexual relationships with children;
- develop relationships with children which could in any way be deemed exploitative or abusive;
- act in ways that may be abusive or may place a child at risk of abuse;
- use language, make suggestions or offer advice which is inappropriate, offensive or abusive;
- condone, or participate in, behaviour of children which is illegal, unsafe or abusive;
- behave physically in a manner which is inappropriate or sexually provocative;
- have a child/children stay overnight at their home unsupervised;
- sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my supervisor's permission, and ensure that another adult is present, if possible;
- do things for children of a personal nature that they can do for themselves;

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- act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse;
 - discriminate against, show unfair differential treatment, or favour particular children to the exclusion of others in the same group.

Accept it is inappropriate to:

- spend excessive time alone with children away from others;
- invite unaccompanied children into my residential accommodation/ home, unless they are at immediate risk of injury or in physical danger, and if such an event arises whilst on deployment, I shall report immediately to my supervisor/ organisational focal point and seek an alternative appropriate solution.

I accept the following principles on Sexual Exploitation and Abuse²:

- Sexual exploitation and abuse by personnel constitute acts of gross misconduct and are, therefore, grounds for termination of employment.
- Sexual activity with children is prohibited, regardless of the age of majority or age of consent locally.
- Mistaken belief in the age of a child is not a defence.
- Exchange of money, employment, goods, or services for sex with children³, including sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited, this also includes exchange of assistance that is due to beneficiaries.
- Sexual relationships between humanitarian workers⁴ and beneficiaries are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.
- Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, s/he must report such concerns via established agency reporting mechanisms.
- Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse, and promotes the implementation of their Code of Conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.

I agree that when recording, photographing or filming a child for work-related purposes, I will:

- Before recording, photographing or filming a child, assess and endeavour to comply with local traditions or restrictions for reproducing personal images⁵.
- Before recording, photographing or filming a child, endeavour to obtain consent from the child and/or parent or apparent guardian of the child. Where possible and appropriate, it will be explained that the recording, photograph or film will be used by RedR Australia in accordance

² Extracted from "Inter-Agency Standing Committee Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises" - obligatory for members to incorporate these into their Codes of Conduct

³ Where under the law(s) applicable to the child (including Part IIIA of the Australian Crimes Act 1914 (Cwlth) as amended), the child is below the age of consent or the act(s) are an offence under relevant laws,

⁴ In this context, the term "humanitarian worker" applies to all staff, personnel, volunteers, and other representatives, including consultants, researchers, Board members and trustees.

⁵ It is a field reality that children may request or in other ways indicate they would like their photograph taken. Notwithstanding, care should be exercised.

with its mission to recruit, prepare and deploy aid workers to assist with humanitarian operations in disasters and emergencies.

- Ensure recordings, photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner.
- Children should be adequately clothed and not in poses that could be seen as sexually suggestive.
- Ensure recordings and images are honest representations of the context and the facts.
- Ensure file labels do not reveal identifying information about a child when sending images electronically.

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Statement to be signed by all personnel

I declare that I have received, read and understood the RedR Australia Child Protection Policy and Child Protection Code of Conduct.

I understand that this policy and code of conduct forms an integral part of my employment contract and conditions of service with RedR Australia. I agree to abide by its terms and conditions and understand sanctions may be applied for breaches of the policy and/or the code of conduct.

Name: _____

Signature: _____

Date: _____

Witness Name: _____

Witness _____

Date: _____