

# **Asian Aid Organisation Child Safeguarding Policy**

January 2021



## **POLICY STATEMENT**

This Policy is a reflection of Asian Aid Organisation's (AAO) commitment to safeguarding children and young people from harm, abuse and exploitation. We recognise that violence against children and various forms of the exploitation of children are persistent, global problems, including within the societies and communities where we work. In the conduct of our work, we have zero tolerance for all forms of child abuse, and understand that we are all responsible for the care and safeguarding of children. This Policy defines the Guiding Principles, organisational approach and procedures, and child safeguarding minimum standards to be met across all aspects of our program to ensure that AAO is a child safe organisation.

This Policy is aligned with guidance provided from the Australian Council for International Development (ACFID) and the Department of Foreign Affairs and Trade (DFAT) on child safeguarding policy development, and has been reviewed in line with findings and recommendations made by the Royal Commission into Institutional Responses to Child Sexual Abuse (Royal Commission). Further details on the international conventions and national obligations that have been benchmarked against in the revision of this Policy are included in Appendix I.

## **SCOPE**

This Policy applies to:

- AAO board members
- AAO representatives- including all personnel (permanent, part-time or casual), interns, individual contractors and consultants
- AAO partner organisations- including partner organisation personnel and board members, and including international partners that are contractually engaged with AAO (for a limited or extended period of time)
- AAO volunteers- including specialised and general volunteers
- AAO visitors- referring to photographers/videographers, journalists, and any other persons who visit an AAO-funded program and activity where contact with children and young people is facilitated as part of the AAO program or activity

## **PURPOSE**

The purpose of this Policy is to:

- Facilitate the prevention of child abuse occurring in any and all contexts related to AAO's work, including within our partner organisations' programs;
- Work towards an organisational culture of child safety, where child safeguarding is embedded in organisational leadership and governance;
- Ensure we have in place policies, systems and procedures to prevent and respond to the actions and behaviour of our representatives, board members, partner organisations, volunteers, visitors or AAO as an organisation that result in violence against a child or that places them at risk of the same;
- Ensure all representatives, board members, partner organisations, volunteers and visitors are aware of their responsibilities for identifying possible occasions for child abuse, for establishing controls and procedures for preventing such abuse and/or detecting such abuse when it occurs;
- Ensure children supported through AAO's programs are aware of our responsibilities as an organisation

to prevent and respond to any harm against them, arising from actions and behaviours of our representatives, board members, partner organisations, volunteers and visitors and the routes for reporting such incidents;

- Ensure children supported through AAO's programs are aware of the rights and processes available to them to have all suspected instances of child exploitation and/or abuse reported, investigated, and acted upon by relevant authorities;
- Ensure children are informed about all of their rights (including to safety and information) and are active participants in the design, review and learnings of AAO's programs;
- Ensure parents, guardians and community members linked to children within AAO's programs, are informed and involved in promoting child safety and wellbeing.

## GUIDING PRINCIPLES

This Policy is underpinned by the following set of principles that guide its implementation:

1. *Best Interests of the Child*- AAO is dedicated to upholding the rights of the child and, in accordance with the United Nations Convention on the Rights of the Child (CRC), commits to developing its program to achieve the best outcomes, and therefore what is in the 'best interests' of every child and young person in all aspects of our work.
2. *High Standards in Resource Management*- AAO is dedicated to ensure that our representatives consistently make a positive contribution to our programs and the children and young people we serve. AAO will vet each representative periodically in accordance with State and Commonwealth laws to ensure they are safe to work with children, and likewise ensure that board members, volunteers and visitors engaged with our program (when/where applicable) are suitable to work with children.
3. *Zero Tolerance of Child Abuse, Mistreatment and Exploitation*- All children have the right to be safe, and thus have equal rights to protection from abuse and exploitation. AAO maintains a zero-tolerance stance on all forms of child abuse, neglect and exploitation of children. Translated into practice, this therefore means AAO will not knowingly engage anyone who poses an unacceptable risk to children and young people, or partner with any organisation that does not meet AAO's child safeguarding standards.
4. *Preventative Approach*- AAO recognises the effects of abuse on children to be both devastating and long-term. While we acknowledge it is not possible to eliminate all risks, we are committed to establishing careful management structures in order to reduce the risk of harm to children and young people associated with our program activities. In line with our supporting policies and procedures, we will do this through the implementation of our Risk Management Approach (refer to AAO's Child Safeguarding Procedure Manual).
5. *Shared Responsibility*- AAO believes that all members of the organisation have a duty of care and shared responsibility for safeguarding children. For this reason, AAO requires every person working for, or associated with, AAO's work to be aware of and commit to the provisions of this Policy. All representatives, board members, partner organisations, volunteers and visitors will be held accountable to this Policy and supporting procedures.
6. *Promotion of Child Participation and Agency*- AAO will work to ensure the inclusion of children's views and opinions in the development of this Policy and in the development and implementation of all program activities that will affect them, their families and the communities they represent.

## DEFINITIONS

There are a number of relevant key terms used in this Policy and applicable in the work of implementing and monitoring this Policy by AAO and all of its partner organisations. These are defined below.

<b>Word/Term</b>	<b>Definition<sup>5</sup></b>
Child/Children	Is defined as any person up to the age of 18 years.
Representatives	Refers to individuals who receive a regular salary for work through AAO as well as individuals paid by or through an AAO entity (if applicable) but located in another entity.  Representatives includes contractors, or a range of contracted paid and non-paid individuals who have committed to work with or support AAO. It includes, among others, interns, researchers, and consultants.
Volunteers	Refers to individuals who have committed to work with or support AAO. Volunteers can include specialised volunteers engaged through skills-sharing placements in our international program, and general volunteers engaged through our promotions and events and administration.
Visitors	Refers to a range of persons who are visiting (in limited circumstances) AAO Australia-based or partner organisation offices or programs and may come into contact with children and young people, including journalists, photographers/videographers, donors and visiting supporters.
Partner Organisation	Includes all suppliers, individuals and organisations with whom AAO directly enters into an agreement to support the delivery of its objectives, including but not limited to: <ul style="list-style-type: none"> <li>● contractors and service providers including consultants, advisers and other directly contracted individuals</li> <li>● non-Government Organisations (NGO), Civil Society Organisations (CSO), Faith-Based Organisations (FBO), International Non-Government Organisations (INGO)</li> </ul>
Child Safeguarding	The actions, policies and procedures that ensure children grow up in protective environments or circumstances consistent with the provision of safe and effective care.
Child Abuse (Child Harm)	All forms of physical abuse, sexual abuse, emotional ill treatment, neglect, commercial (e.g. for financial gain) or other exploitation that results in actual or potential harm to a child. This includes commission of abuse or other illegal acts in the presence of a child. Harm may be caused by abuse or exploitation whether intended or unintended.

Child Sexual Assault	Sexual abuse is the involvement of a child in sexual activity that he or she does not fully comprehend and by law is unable to give informed consent to, or that violates the laws of society. It includes all forms of sexual violence, including incest, early and forced marriage, rape, involvement in pornography, female genital mutilation and sexual slavery. Child sexual assault may include indecent touching or exposure, using sexually explicit language towards a child and showing children pornographic material. Sexual exploitation is any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The sexual exploitation of a child who is under the age of consent is child sexual abuse and a criminal offense.
Neglect	Is the persistent failure or the deliberate denial to provide a child with clean water, food, shelter, sanitation or supervision or care to the extent that the child's health and development are placed at risk.
Exploitation	Commercial or other exploitation of a child refers to the use of a child in work or other activities for the benefit of others that are to the detriment of the child's physical and mental health, education, or moral and social-emotional development. It includes, but is not limited to, child labour, child trafficking and child sexual exploitation.
Child Grooming	Grooming is when an adult builds an emotional connection with a child to gain their trust for the purposes of sexual abuse, sexual exploitation or trafficking.
Child Participation (Agency)	Child participation is the process of supporting children and young people to freely express their views and ensures their right to participate in all matters affecting them. Child agency is defined as being able to make choices and decisions to influence events that have an impact on one's world, further acknowledging that children are capable of initiating their own learning.
Duty of Care	The accepted responsibility of an organisation to provide children with an adequate level of protection and care from all reasonably foreseeable risks of harm.
Reasonable grounds for belief	<p>A belief based on reasonable grounds that child abuse has occurred when all known considerations or facts relevant to the formation of a belief are taken into account and these are objectively assessed. Circumstances or considerations may include the source of the allegation and how it was communicated, the nature of and details of the allegation, and whether there are any other related matters known regarding the alleged perpetrator.</p> <p>A reasonable belief is formed if a reasonable person believes that:</p> <ul style="list-style-type: none"> <li>(a) the child is in need of protection,</li> <li>(b) the child has suffered or is likely to suffer "significant harm as a result of physical injury," or</li> <li>(c) the parents/caregivers are unable or unwilling to protect the child.</li> </ul>

## POLICY IN ACTION

### Recruitment of New Personnel

AAO recognises that harm to children is more likely to occur in organisations that do not have strong policies and procedures, that do not adequately screen, train or supervise personnel, and that work in complex, remote or isolated areas. As such, AAO is committed to child safe recruitment, selection and screening practices and will ensure child safe checks and procedures are followed in the engagement of all AAO representatives, board members, and volunteers. Where a visitor intends to spend a reasonable amount of time with children at AAO, AAO will endeavour to undertake child safe recruitment, selection and screening practices for those visitors. Where a visitor does not spend more than incidental time with AAO on occasion, the visitor may not be vetted however they will be accompanied at all times by at least one AAO staff.

All AAO representatives, board members, volunteers and visitors must comply with the procedures set out in the Child Safeguarding Procedure Manual.

All AAO representatives are responsible for reporting a change in their circumstances to AAO management. Examples of changes may include:

- Involvement in criminal activity;
- Criminal or civil court proceedings relating to child exploitation and abuse.

AAO management will consider an appropriate response to a change in circumstances on a case-by-case basis and by the appropriate person, e.g. as per the Performance Counselling and Disciplinary Policy and related procedures. Members of AAO's Child Safeguarding Committee (CSC) may need to be involved in the review process and decide on the appropriate response. Further information regarding the formation and operation of the CSC is included in the Child Safeguarding Procedure Manual.

### Risk Management Approach

Risk management is an essential and ongoing activity in reducing the risks of harm to children and young people involved in AAO's programs. The CSC will complete an annual organisation-wide Child Safeguarding Risk Assessment (CSRA) on all activities that have potential contact with children, impact on children, working with children and/or children's personal information.

The Child Safeguarding Procedure Manual details the provisions and assessments that will be used to inform AAO's Risk Management Framework. Guided by the Risk Management Framework, AAO will closely monitor progress towards addressing more complex and serious risks, ensuring immediate action is taken to address risks identified as highly probable and with more serious consequences.

Progress towards addressing potential risks (and in the case of incidents) will be reported to AAO representatives and board members through scheduled child safeguarding reports. Activities of volunteers will be captured in these scheduled reports.

### Responsibilities

Whilst AAO recognises that we are all responsible for the care and safeguarding of children and young people, in practice the board of AAO has ultimate responsibility for the detection and prevention of child abuse and is responsible for ensuring that appropriate and effective internal control systems are in place. This includes the implementation of this Policy and associated policies, procedures, the organisation's Code of Conduct and Child Safety Code of Conduct and the regular review of strategies and receiving of reports.

In support of ensuring safeguarding measures are enacted at the governance and leadership level of AAO, the CEO of AAO is responsible for:

- Dealing with and investigating reports and incidents of child abuse within AAO's programs (both in the domestic and international contexts) in line with local and international legislation;
- Ensuring that all representatives, volunteers and visitors are aware of the relevant laws, organisational policies and procedures, and the organisation's Code of Conduct and Child Safety Code of Conduct;
- Ensuring that all representatives, volunteers and visitors are aware of their obligation to observe the organisation's Code of Conduct and Child Safety Code of Conduct;
- Providing support and training for representatives, volunteers and visitors in undertaking their child safeguarding responsibilities;
- Managing enquiries, including from the media, relating to suspected child abuse.

In support of ensuring safeguarding measures are enacted at the programming level of AAO, all department managers must ensure that they:

- Promote child safety at all times;
- Assess the risk of child abuse within their area of control and eradicate or minimise any risk to the extent possible;
- Educate AAO representatives, volunteers and visitors under their supervision about the prevention and detection of child abuse (both in domestic and international contexts where/if relevant);
- Facilitate a culture of supporting children and valuing children's opinions;
- Ensure that new representatives and volunteers in their team are properly screened in accordance with the child safeguarding procedures, have valid checks as required prior to commencing any interaction with children, and receive the required staff induction as it relates to child safety; and
- Facilitate the reporting of any inappropriate behaviour or suspected abusive activities within their program area of control (both in the domestic and international contexts where/if relevant).

Management should be familiar with the types of abuse that might occur within their area of responsibility and be alert for any indications of such conduct.

All AAO representatives, board members and volunteers share the responsibility for the prevention and detection of child abuse, and must:

- Familiarise themselves with the relevant laws, the organisation's Code of Conduct and Child Safety Code of Conduct and AAO's policy and procedures in relation to child safeguarding, and comply with all requirements;
- Fully cooperate with the relevant state and territory child protection authority or police department in their investigation of suspected child abuse and any internal investigation by AAO;
- Report any reasonable belief that a child's safety is at risk to the relevant authorities (such as the police and/or the state-based child protection service) and fulfil their obligations as mandatory reporters (where/if relevant);
- Complete all compulsory training and development;
- Value and respect the opinions of children and empower them to raise concerns;

- Comply with all reasonable directions by AAO;
- Immediately notify their supervisor if they are charged or convicted of an offence that might affect their WWCC or state-based equivalent or police check, or if they are aware that their relevant check might expire, be revoked or be at risk of being revoked;
- Report any suspicion that a child's safety may be at risk to their supervisor (or, if their supervisor is involved in the suspicion, to a responsible person in the organisation); and
- Promote an environment that is supportive of all children's emotional and physical safety in the course of their work.

In adherence to the safeguarding standards outlined in this Policy, the supporting Code of Conduct and Child Safety Code of Conduct, and AAO's partnership standards, all partner organisations of AAO must:

- Develop and abide by their own child safeguarding policies and guidelines that reflect AAO's, ensuring that these are regularly reviewed and updated;
- Provide all implementing partner personnel, children and young people associated with programs and projects partially or fully funded by AAO with clear, age-appropriate and legally coherent guidance on child safeguarding policies and laws;
- Provide all implementing partner personnel, children and their caregivers associated with programs and projects partially or fully funded by AAO with written and verbal instructions on how to report suspected instances of child abuse and/or exploitation;
- Empower children's agency to actively contribute to the development of child safeguarding measures within partner organisations' program design and delivery, and across AAO's programs; and
- Ensure that the requirements outlined above are included in agreements between the partner organisation and any other organisations (including contractors or consultants) with whom the partner organisation collaborates to deliver AAO programs.

## Reporting

The organisation's Code of Conduct, the Child Safety Code of Conduct and Child Safeguarding Procedure Manual outline the specific responsibilities shared by all mandatory reporters linked to AAO's program. Mandatory reporters include all AAO board members and representatives. Mandatory reporters are to immediately (within 24 hours) inform AAO in accordance with the Child Safeguarding Procedure when they have witnessed, suspected, alleged cases, or have a reasonable belief that a child has been harmed or is at risk of harm, when:

- It is due to the actions of board members and/or representatives;
- It involves volunteers and/or visitors;
- It is due to the actions of partner organisation personnel, or contractors/consultants engaged on behalf of a partner organisation.

Concerns and incidents that must be raised include:

- An observation or disclosure of harm (by an adult or child) of actual harm or abuse to a child;
- A suggestion or indication of potential harm or abuse to a child;
- A breach of this Policy, the Code of Conduct, the Child Safety Code of Conduct, or supporting Child Safeguarding Procedures;

- A breach of the behavioural guidelines for representative, volunteer/visitor trips;
- You are aware that an individual involved with AAO or a partner organisation has abused a child outside of work (a family member, domestic worker or through prostitution);
- A child unconnected to AAO programs approaches an AAO board member, representative or partner organisation personnel for help with an issue of abuse or exploitation.

Refer to the Child Safeguarding Procedure Manual for the Incident Process Flowchart and Incident Report Form templates.

## Partner Reporting

In line with Partnership Agreements and according to their respective child safeguarding policies, partner organisation Directors and assigned child safeguarding personnel agree to immediately (within 24 hours) inform AAO when they have witnessed, suspected, alleged cases, or have a reasonable belief that a child has been harmed or is at risk of harm, when:

- It is due to the actions of AAO board members and/or representatives;
- It involves AAO volunteers and/or visitors;
- It is due to the actions of partner organisation personnel, or contractors/consultants engaged on behalf of a partner organisation.

In the context of partner organisations working through the Seventh-day Adventist church, partner organisation Directors and assigned child safeguarding personnel agree to immediately (within 24 hours) inform AAO when they have witnessed, suspected, alleged cases, or have a reasonable belief that a child has been harmed or is at risk of harm, when:

- It is due to the actions of partner Adventist school personnel and/or associated church employees.

Refer to page 8 above for examples of concerns and incidents that must be raised. In the case of incidents, reports must be provided in accordance with the Child Safeguarding Procedure Manual to:

- AAO CEO
- AAO Program Manager
- Relevant partner organisation Director
- Relevant in-country child protection service and/or local law enforcement

## Marketing, Fundraising and Public Relations

AAO is committed to the United Nations Convention on the Rights of the Child (CRC) which requires children to be protected from unlawful interference with their privacy, family, home or correspondence, including unlawful attacks on a child's honour and reputation. As the largest funding mechanism of AAO's program is currently child sponsorship, AAO has access to personal information, images, stories and video footage of many children, their families and their communities. AAO recognises the responsibility we have to safeguard this material, stored both in hard and soft copy, and has put systems in place to limit access to this in order to prevent harm to or exploitation of the children and young people represented in the material in accordance with the AAO Privacy Policy and Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) Policy. Procedural guidelines for the use of images both in online and written publications, facilitation of project site visits and management of sponsorship collateral are included in the Child Safeguarding Procedure Manual.

## Confidentiality

AAO has a duty of care to manage sensitive information in a manner that is respectful, professional and that complies with the applicable national, local and international laws. Any person who receives sensitive or personal information must keep all information about any suspected or reported incidents strictly confidential, and must divulge only that information to a local or national child safeguarding body, relevant human resource personnel, and any other senior representatives directly involved in the investigation as required by the Child Safeguarding Procedure or applicable law.

## Code of Conduct

AAO's Code of Conduct and Child Safety Code of Conduct outline acceptable and unacceptable behaviour in relation to children. All AAO representatives, board members, volunteers and visitors must acknowledge understanding of this Policy, sign both the Code of Conduct and the Child Safety Code of Conduct and agree to comply with the guiding principles and safeguarding standards they contain.

## POLICY BREACH

Breaches of this Policy, the Code of Conduct and/or the Child Safety Code of Conduct will be investigated in accordance with disciplinary procedures and contractual agreements (i.e. partnership agreements and employment agreements), or a referral may be made to the relevant local statutory authorities for criminal investigation. Breaches may incur sanctions including disciplinary action leading to possible dismissal, termination of all relations including contractual and partnership agreements, and where relevant, appropriate legal or other such actions.

The following measures may be applied for any person (board members, representatives, volunteers, partner organisation Directors and child safeguarding personnel, or visitors) who is alleged to have breached this Policy, the organisation's Code of Conduct and/or the Child Safety Code of Conduct:

- Meeting with the CSC to discuss breach and opportunity for person to provide their account/understanding of the situation;
- Following formal warning, the CSC with support of AAO management to provide increased supervision, compulsory refresher training (including further education on this Policy, the Code of Conduct and the Child Safety Code of Conduct), and/or adjustment to duties;
- Internal investigation by the CSC, with support from local police;
- Alleged perpetrator stood down on full pay pending results of the investigation and distanced from children, young people and the AAO or partner organisation office workplace and/or project location(s);
- If allegations are confirmed, AAO to sever all ties with the convicted perpetrator, resulting in termination of employment or engagement.

Notwithstanding the above, AAO has full discretion to:

- Put in place safety management plans or take disciplinary action where it forms a reasonable belief that it is not safe for a board member, representative, volunteer or visitor to interact with children in accordance with its duty of care;
- Undertake an internal investigation with legal assistance or an independent investigator if required; and/or
- Immediately terminate its engagement with an individual for significant or repeated breaches of this

Policy, the organisation's Code of Conduct, the Child Safety Code of Conduct or where AAO believes there is an unacceptable health and safety risk.

All AAO representatives, board members, volunteers, visitors and partner organisations must cooperate fully with an investigation, maintain confidentiality and comply with directions from AAO.

It is AAO's policy to ensure compliance with partner organisations' countries and local child welfare and protection legislation or international standards, whichever affords greater protection. If a legitimate concern about the suspected abuse of a child or young person is raised but proves to be unfounded on investigation, no action will be taken against the reporter. However, appropriate sanctions will be placed in cases of false and malicious accusations.

Disciplinary action, including termination, will be taken against any person:

- who fails to report a child safeguarding incident/concern;
- who makes a false allegation;
- who intentionally misleads an investigation; or
- whose behaviour breaches the conditions outlined in this Policy, the organisation's Code of Conduct and/or the Child Safety Code of Conduct.

Due to the nature and scope of AAO's program, this policy must be read in conjunction with the relevant international conventions and obligations, the law of the Commonwealth or of the relevant state or territory within Australia (see Appendix I and the Child Safeguarding Procedure Manual for further details).

## **DATE OF EFFECT**

This policy is effective from January 2021. The policy will be reviewed every two years and lessons learned will be incorporated into subsequent versions.

## **POLICY LINKAGES**

- AAO Code of Conduct
- AAO Child Safety Code of Conduct
- AAO Child Safeguarding Procedure Manual
- AAO Privacy Policy
- AAO Performance Counselling and Disciplinary Policy
- AAO Prevention of Sexual Abuse, Exploitation and Harassment (PSEAH) Policy
- AAO Prevention of Sexual Abuse, Exploitation and Harassment (PSEAH) Procedure Manual
- AAO Recruitment Policy
- AAO Induction Policy
- AAO Gender Policy
- AAO Complaints Management Policy
- AAO Whistleblower Policy
- AAO EEO, Discrimination and Harassment Policy
- AAO Partnership Standards
- AAO Partnership Agreement
- AAO Child Focused Approach (CFA) Implementation Framework

## APPENDIX I:

### International Conventions and Obligations

<p>The United Nations Convention on the Rights of the Child (CRC) 1989</p>	<p>The United Nations Convention on the Rights of the Child (CRC) is a human rights treaty which sets out the civil, political, economic, social, health and cultural rights of children. The four core principles of the Convention are:</p> <ol style="list-style-type: none"> <li>1. non-discrimination</li> <li>2. devotion to the best interests of the child</li> <li>3. the right to life, survival, and development; and</li> <li>4. respect for the views of the child</li> </ol> <p>Australia ratified the CRC in December 1990, which means that Australia has a duty to ensure that all children in Australia enjoy the rights set out in the treaty.</p> <p><a href="https://www.unicef.org.au/Upload/UNICEF/Media/Our%20work/childfriendlycrc.pdf">https://www.unicef.org.au/Upload/UNICEF/Media/Our%20work/childfriendlycrc.pdf</a></p>
<p>Sustainable Development Goals and Targets</p>	<p>The Sustainable Development Goals (SDGs) are a collection of 17 global goals set by the United Nations General Assembly in 2015 to be achieved by the year 2030. The goals are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. AAO’s program is currently contributing towards the achievement of the following SDGs:</p> <ul style="list-style-type: none"> <li>1- No poverty</li> <li>3- Good Health and Well-being</li> <li>4- Quality Education</li> <li>5- Gender Equality</li> <li>11- Sustainable Cities and Communities</li> <li>16- Peace and Justice Strong Institutions</li> </ul> <p><a href="https://sustainabledevelopment.un.org">https://sustainabledevelopment.un.org</a></p>
<p>Department of Foreign Affairs and Trade (DFAT) Child Protection Policy 2017 and Guidance Notes</p>	<p>The Australian Government’s Policy is part of DFAT’s child protection framework and in collaboration with funded partners it aims to prevent child exploitation and abuse in the delivery of the international aid program. To assess AAO’s compliance and program delivery against best practice, AAO has aligned this Child Safeguarding Policy to reflect the DFAT Child Protection Policy 2017 and supporting guidance notes. In 2019, AAO is seeking DFAT funding through the form of Friendship Grants for our women’s health initiatives.</p> <p><a href="https://dfat.gov.au/international-relations/themes/child-protection/Pages/child-protection.aspx">https://dfat.gov.au/international-relations/themes/child-protection/Pages/child-protection.aspx</a></p>
<p>ACFID Code of Conduct (2019 revisions)</p>	<p>The Code is underpinned by a set of values which inform the behaviours of all ACFID Members in the course of their work. The values are translated into high-level Quality Principles that are then translated into specific Commitments and associated Compliance Indicators. AAO has aligned this Child Safeguarding Policy with ACFID’s guidelines for safeguarding policy development, and associated Code revisions and compliance indicators.</p> <p><a href="https://acfid.asn.au/code-of-conduct">https://acfid.asn.au/code-of-conduct</a></p>

<p>ACNC Governance Standards</p>	<p>As a registered charity, AAO is required to comply with the five ACNC Governance Standards. The Governance Standards are a set of core, minimum standards that outline how charities are to run (processes, activities and relationships etc.). AAO has aligned this Child Safeguarding Policy with the Governance Standards.</p>
<p>ACNC External Conduct Standards</p>	<p>The four External Conduct Standards (<b>ECS</b>) came into effect on 23 July 2019 and apply to all ACNC registered charities that are operating outside Australia or working with third parties operating outside of Australia. The ECS require AAO to take reasonable steps to ensure appropriate standards of behaviour, governance and oversight when undertaking its activities or providing funding overseas. AAO has aligned this Child Safeguarding Policy with the ECS.</p>

