

QUAKER SERVICE AUSTRALIA LIMITED
Unit 14, 43-53 Bridge Road, Stanmore, NSW 2048
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POLICY STATEMENT ON CHILD PROTECTION and SAFEGUARDING

QSA will work with its staff and project partners to ensure, as far as possible, that the risk of sexual abuse, harassment and exploitation of children within its office and projects is as low as possible, by implementing appropriate safeguards, and raising awareness among project partner staff and project participants of what constitutes sexual abuse, exploitative and harassing behaviour. QSA has a zero tolerance of instances of child abuse, and of inaction on receiving such a report. In addition, QSA will continue to work to put children's rights centrally in its work.

QSA is committed to the safety, rights and wellbeing of all children, with a zero tolerance of any form of child exploitation and abuse. In its project work at both the planning and implementation stage, QSA and its partners have a clear commitment to safeguard children from harm and to provide a safe and positive environment for children at all times. QSA acknowledges and upholds the United Nations Convention on the Rights of the Child (1989) to 'protect the child from all forms of physical and mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse'.

QSA acknowledges its obligations to comply with the current DFAT Child Protection Policy, the NSW Child Protection (Prohibited Employment) Act 1998 and any subsequent amendments, the ten elements of child-safe organisations as identified by the Royal Commission into Institutional Responses to Child Sexual Abuse, and to the relevant statutory laws in the overseas countries where it works.

QSA is aware of, and adheres to, DFAT's Child Protection Policy and Standards, which have been incorporated into QSA's policy statement to be adhered to by all projects and QSA activities.

QSA considers sexual exploitation, harassment and abuse conducted by QSA staff, volunteers, company members or project partner staff to be an **act of gross misconduct and grounds for dismissal** from employment and future involvement with QSA and its projects. The exchanges of money, employment, goods, services and or promises of any of these for sex, including sexual favours or any forms of humiliating, degrading, or exploitative behaviours is prohibited. This also includes exchange of assistance that is due to project participants. QSA will ensure PSEAH safeguarding is clearly addressed during discussions held with any potential visitors to QSA projects and to project partners, as part of considerations of the QSA Code of Conduct.

QSA has appointed its Management Committee Convenor as the Child Safeguarding Focal Person to whom all child protection queries and policy breaches are to be reported, and who will initiate investigations and reports.

Adherence to the policy statement is mandatory for all QSA members, employees, volunteers and consultants, and for all persons appointed to represent it or carry out work on its behalf. All staff, volunteers and consultants in a position that involves contact with children, either under the position or due to the nature of the work environment, will undergo an initial **Federal Police records check on taking up the role**, with a satisfactory re-assessment each year being a condition of

continued employment and involvement. They will also be required to study, and sign their agreement to adhere to QSA's Code of Conduct, which is also mandatory for anyone visiting a QSA project in a private capacity, or as a representative of QSA.

Any breaches of child safety and protection will be reported to QSA's Child Safeguarding Focal Person and regulatory organisations, and any reports of suspected breaches investigated swiftly and appropriate action taken. The Child Safeguarding Focal Person will do their utmost to ensure that no penalties will be imposed on any adult or child reporting their suspicions or known facts if they speak from good faith and with reasonable grounds.