

CBM AUSTRALIA POLICY SAFEGUARDING POL_008

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Document Approval and Review

Approved by: CBM AUSTRALIA BOARD

Maintained by: DIRECTOR, CAPABILITY AND BUSINESS PERFORMANCE

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This policy will apply to activities and operations of CBM Australia, at all times. CBM Australia Board members, employees, volunteers, representatives, contractors and partners are required to comply with the principles outlined in this policy.

This policy outlines CBM Australia's commitment to protect children and vulnerable adults from abuse of all kinds. CBM Australia acts on the basis that a child is any person under the age of 18, irrespective of other definition, and an adult is any person 18 years of age or older. This policy should be read alongside the CBM Australia *Prevention of Sexual Exploitation, Abuse and Harassment Policy POL_016*.

CBM Australia believes that every child and adult has the right to protection and to live in safe environments, regardless of; race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class and socio-economic status. CBM Australia abhors any misuse of power, status or trusted position for any exploitative purpose.

CBM Australia believes that safeguarding of children and vulnerable adults is integral to all CBM Australia activities and programs. CBM Australia understands safeguarding as key to good development practice, underpinning strong outcomes with people with disabilities, their families and communities. CBM Australia is committed to the safety and wellbeing of all children and vulnerable adults, to 'do no harm', and to respect the rights of all beneficiaries who may come in contact with CBM Australia or any CBM Global entity.

Any form of abuse and/or exploitation towards children or vulnerable adults is unacceptable to CBM Australia and will not be tolerated.

How does CBM Australia meet this commitment to safeguarding children and vulnerable adults?

CBM Australia endorses and strongly supports the United Nations Convention on the Rights of the Child.

CBM Australia is committed to always act in the best interests of children and vulnerable adults, and seeks the views and participation of children and vulnerable adults in the design and delivery of initiatives that affect them.

CBM Australia supports significant capacity building and support to partner organisations and CBM Global Country Offices to continuously build local understanding and action in safeguarding.

CBM Australia has in place a safeguarding framework inclusive of this policy and complementary standards, commitments and incident management procedures requiring proactive protection of the rights of children and vulnerable adults. CBMA's framework sits alongside the CBM Global Safeguarding of Children and Adult-at-Risk Policy.

These safeguarding measures are extended to CBM Australia's partners (and sub-partners) through project contracts and memoranda, and compliance is regularly monitored.

Through these documents and established good practice CBM Australia:

- fulfils requirements as a recipient of Department of Foreign Affairs and Trade (DFAT) Australian Aid funding;
- fulfils requirements as a signatory to the Australian Council for International Development (ACFID) Code of Conduct; and
- adheres to all relevant legislation and regulation in Australia and in foreign countries regarding child exploitation and protection of children and vulnerable adults.

CBM Australia employees and volunteers build and maintain a protective environment for children and vulnerable adults, both in Australia and globally, by adhering to and promoting safeguarding standards and procedures in all areas of CBM Australia's work. These include a Code of Conduct, a Safeguarding Code of Commitment, recruitment screening, safeguarding training, child friendly complaints handling procedures, and safeguarding children's and vulnerable adults' privacy and dignity in fundraising activities. CBM Australia will not allow a person to have contact with children or vulnerable adults if they pose any risk. CBM Australia employment contracts provide grounds for dismissing an employee, where relevant following investigation.

The risks associated with safeguarding of children and vulnerable adults are prominent in CBM Australia's *Risk Management Framework*, and are monitored and evaluated in line with that system to mitigate the risk of harm to children and vulnerable adults.

The Board and management of CBM Australia are fully committed to the principles of this policy. Any breach of strategic significance or any material risk associated with this policy will be promptly reported to the Board as soon as practicable.