



Child Safety and National Redress Scheme

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1.0 Introduction

Wesley Research Institute (WRI) is highly committed to the safety and wellbeing of children who come into contact with our activities. This policy is created to be consistent with the National Principles for Child Safe Organisations and UnitingCare Queensland’s Child Safe Child Friendly Risk Management Framework.

2.0 Purpose

The purpose of this policy is to outline the institute’s mandatory expectations of behaviour when working with children and its participation in the National Redress Scheme.

3.0 Scope

This policy is applicable to all staff including permanent, casual, secondment, full-time and part-time arrangements. It is also applicable to honorary appointments.

4.0 Principles

4.1 Child safe behaviours

- Staff and volunteers must (per UnitingCare Queensland’s Child Safe Child Friendly Risk Management Framework):
- maintain respectful, professional and ethical relationships with children
 - appropriately respect children’s privacy and the privacy of their information
 - familiarise themselves with this policy
 - uphold legislative obligations, including mandatory reporting obligations where they exist, and fulfilling obligations regarding Working with Children Checks (Blue Card in Queensland)
 - report any breaches of this policy as soon as possible
 - follow policies, procedures and practices that apply specifically to their work
 - ensure that any physical touching of a child is only to the extent necessary to provide for the care of the child and must be appropriate for the age, maturity, health and other needs of the child
 - use appropriate language around children
 - provide for the needs of life for children in our care
 - provide a nurturing environment for children in our care

- Staff and volunteers must not:
- abuse or neglect any child
 - seek to touch or use a child in any way to meet the needs of the adult
 - use degrading or abusive language toward, or in the presence of a child
 - be inconsistent in dealing with different children for example, not bestow special gifts and favours, show favouritism, or encourage development of special relationships with individual children
 - maintain relationships with children, or their families, outside of the work context, including through social or electronic media, take a child to his or her home, or encourage meetings outside of the working context. Where a person has a pre-existing relationship with a child, they must advise their manager of this
 - spend time inappropriately alone with a child
 - inappropriately photograph children
 - engage in a sexual relationship or sexual interactions with a child or expose children, by any means whatsoever, to sexual situations for example, sexual comments, sexual jokes, sexual acts, undressing in front of children, showing

pornography to children, sexual gestures, failing to afford children appropriate privacy when they are undressing, showering or toileting

- be under the influence of drugs or alcohol while at work
- supply cigarettes, drugs or alcohol to a child
- engage in 'grooming' behaviour
- engage in any other behaviour which the broader community would consider to be inappropriate or inconsistent with community standards for the proper treatment of children

4.2. National Redress Scheme

The National Redress Scheme was established by the federal government after a series of recommendations by the Royal Commission into Institutional Responses to Child Sexual Abuse. Through the National Redress Scheme, people who have experienced child sexual abuse can access counselling, a redress payment and a direct response from the institution.

WRI is a participant in this scheme formally included through the Uniting Church in Australia, which the institute believes is a small but important step in the facilitation of this initiative that will encourage people who have experienced abuse be able to access redress.

National Redress Scheme applications can be submitted online or by physical form, as described on the following webpage: <https://www.nationalredress.gov.au/applying/start-continue-application>.

Further information by the Uniting Church in Australia is available here: <https://ucaqlld.com.au/national-redress-scheme/>.

The National Redress Scheme for Institutional Child Sexual Abuse Grant Connected Policy (Redress GCP) restricts access to federal government grant funding for non-government institutions that are named in submissions but fail to join the National Redress Scheme.

5.0 Roles and Responsibilities

All staff and volunteers have a responsibility to understand this policy.

All staff and volunteers must escalate to their Head of Department and Chief Executive Officer if (a) further information is required or (b) breaches of this policy are ascertained. Do not wait for proof in the escalation of any concerns.

6.0 References and Related Documents

6.1 References

- 6.1.1 National Principles for Child Safe Organisations (National Principles) 2018
- 6.1.2 UnitingCare Queensland Child Safe Child Friendly Risk Management Framework 2018
- 6.1.3 National Redress Scheme for Institutional Child Sexual Abuse Act 2018
- 6.1.4 National Redress Scheme for Institutional Child Sexual Abuse (the Scheme) Grant Connected Policy (Redress GCP) 2021

7.0 Version History

Version No.	Approver	Implementation Date	Summary of Change
1.0	Andrew Barron	1/02/2024	e.g., Introduction of Policy