



Child Protection Policy

POLICY INTRODUCTION

The Crusader Union of Australia has a legal, moral and spiritual responsibility to provide a positive and safe environment for our campers and other children we work with.

All Crusader staff and volunteers are required to make a firm and open commitment to child protection and adopt procedures and practices in accord with the Child Protection Legislation to minimise the risk of a child being abused and to respond appropriately to allegations of child abuse.

Child protection is an integral part of Crusaders. We seek to create an environment where children can participate in activities and learn about God without being exposed to individuals who can damage their physical, emotional or spiritual development.

Definition: *for the purpose of this policy 'Workers' refers to both paid staff and volunteers. The policy does not apply to visiting tradesmen, contractors, delivery drivers and such like.*

POLICY PURPOSE

To ensure that Crusaders:

- complies with all child protection legislation,
- provides children with a safe environment,
- trains workers in child protection issues both for the protection of children and of the workers

POLICY STATEMENT

- 1) All positions within the Crusader Union will be identified as 'child-related' as described in Child Protection legislation¹, although there may be rare occasions where some volunteers are exempted from this by explicit instruction of the Executive Director. (Such a situation might relate, for example, to volunteers from a church attending a site work party.)
- 2) The new legislation came into effect on June 15, 2013. Following that date:
 - a) all new employees will be responsible for obtaining a clearance number to work with children. This clearance number will be verified during the hiring process.
 - b) all new volunteers will continue to be asked to sign that they are not a prohibited person. This will continue until the Government clearance system is phased in for volunteers. From that point on, they will need to provide their clearance number, and have it verified, before commencing work with us.
 - c) all existing employees and volunteers will need to obtain a clearance between January 1, 2014 and July 1, 2014 in order to continue working for Crusaders. This clearance number will then be verified by Crusaders.

¹ Crusaders' workers (staff and volunteers) are classified under both Religious Services (children services) and Residential Services.



- 3) Additionally, all new workers will need to be 'reference checked' by communication with a suitable referee(s) to ensure they are of good character.
- 4) Information regarding Child Protection provisions will not necessarily be included in advertisements for new workers, but this will be part of any information package sent to applicants.
- 5) Crusaders will not employ, or allow the volunteering of, any person who fails to provide their screening details once their area has been phased in. Furthermore, anybody who is barred from working with children, or has an allegation made against them, will immediately be suspended from child related employment until the matter can be fully investigated.
- 6) All staff records, including current staff (including permanent and casual staff) and all former permanent staff and casuals within five years from the time of employment effectively ceasing, will be kept in a secure location.
- 7) Workers who are under 18 years of age (and so who cannot be checked in the same way as an adult) will be reference checked with their school or other suitable body/person.
- 8) All workers will receive training in child protection before commencing working with children, and this will be renewed at least every five years (when their clearance number is being renewed).

END OF POLICY DOCUMENT