

smcs:risk

Terrorism and Sex Tourism/Child Protection

1. Introduction

1.1 Purpose

To provide a written resource detailing SMCS RISK's duty of care to ensure the well-being of children and prevention measures taken to protect its operations from engaging in activities that support terrorism.

1.2 Scope

The policy applies to all employees including full-time, part-time and temporaries, Board members, agents, advisories, contractors, interns and volunteers of SMCS RISK. This policy also applies to any person or body corporate, who at any stage and for any period of time, becomes involved with the operations of SMCS RISK (hereafter referred to as 'staff of SMCS RISK').

1.3 Policy

SMCS RISK has a duty of care to ensure the well-being of children and to protect them from harm. This policy will outline safeguards put in place in order to provide children with appropriate protection and to ensure that operations do not provide direct or indirect support to organisations affiliated with terrorism or sex tourism. The implementation of this policy will allow all aforementioned SMCS RISK staff to make informed and confident responses to specific child protection and terrorism issues.

2. Responsibilities of SMCS RISK

The following responsibilities hereafter listed remain the responsibility of SMCS RISK.

2.1 Recruitment, Training and Supervision

Recruitment, training and supervision of all staff of SMCS RISK in the practices adopted in this Policy so to safeguard and protect children and to avoid engaging in activities that support terrorism.

2.2 Obtaining Declaration of Criminal History

To ensure those who have access to children involved in projects supported by SMCS RISK, SMCS RISK requires all staff of SMCS RISK to sign a declaration that he/she does not have any criminal record in relation to child abuse, sex tourism or terrorist related matters.

2.3 Obtaining Consent for External Probity Check

To ensure all staff of SMCS RISK and prospective staff of SMCS RISK sign a consent agreement to allow for external probity checks.

2.4 Ensuring Compliance with the Policy

SMCS RISK will regularly review actions of all staff of SMCS RISK to ensure strict compliance with the Policy. SMCS RISK will review this Policy on a regular basis so as to further ensure compliance.

3. Child Protection Code of Conduct

3.1 Professionalism

All staff of SMCS RISK are responsible for maintaining a professional role with children in all circumstances.

3.2 Respect For Children and Appropriate Behaviour

All staff of SMCS RISK are to treat children with respect regardless of race, colour, sex, language, religion, political view, or any other opinion. No SMCS RISK staff is to use language that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.

3.3 Working in Close Proximity with Children and Out of Hours Conduct

All staff of SMCS RISK are to ensure that they are not alone when working in the close proximity of children and do not invite children into his/her home unless the child is at risk of injury or physical danger. Do not sleep close to unsupervised children unless absolutely necessary, in which case the permission of the relevant supervisor must be obtained and ensure another adult is present if possible.

3.4 Record of Contact with Children

All staff of SMCS RISK are to keep a written record of any significant contact, whether verbal, physical or otherwise, with any child.

3.5 Compliance with Australian Legislation

All staff of SMCS RISK are to comply with all relevant Government legislation, including labour laws in relation to child labour.

3.6 Dismissal for Breach of the Policy

SMCS RISK has the right to dismiss any staff of SMCS RISK that breaches the Child Protection Code of Conduct.

4. Recruitment and Training of Personnel

SMCS RISK recognises that anyone may have the potential to commit an act of abuse in some way or may have been involved in terrorism/sex tourism in the past, and therefore will take all reasonable steps to ensure unsuitable persons are prevented from working at the organisation.

Pre-selection checks will include, but will not be limited to, the following:

4.1 Application Form

An application form will need to be completed by any person applying to become a staff member of SMCS RISK. The application form will elicit information about an applicant's past and a self-disclosure about any criminal records.

4.2 Criminal History Check

A Criminal History Check will be obtained from the country of which the applicant is a citizen (this must be obtained by the applicant and at the applicants own expense).

4.3 Other Police Checks

SMCS RISK may conduct its own separate Police Checks on the applicant.

4.4 Confidential Referees

Access to two confidential referees, including one regarding previous work in a similar field will need to be provided by the applicant.

4.5 Evidence of Identity

Proof of identity must be provided by the application in the form of a passport, driver's licence with photo, or an ID card with photo.

4.6 Interview

All potential staff will be required to undergo an interview carried out by SMCS RISK personnel.

5. Procedures to Ensure SMCS RISK Operations Are Never Related to Terrorism and/or Sex Tourism

SMCS RISK sometimes co-ordinates with Policing Organisations during investigation operations. As such, SMCS RISK conducts thorough checks to ensure that absolutely no funds are allocated, or support given, to organisations or individuals who are affiliated with terrorism and/or sex tourism.

This Policy was last reviewed in January 2017 and remains enforce until other wise approved by the Chief Executive Officer.