

SIM AUSTRALIA CHILD SAFETY POLICY

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1. POLICY

SIM's Vision

The vision of SIM is to see
a witness to Christ's love where He is least known,
disciples of Jesus expressing God's love in their communities,
and Christ-centred churches among all peoples.

In working towards this vision, SIM Australia acknowledges that children have the right to be free from the risk of harm. Consequently, it recognises its responsibility to minimise the risk of harm to:

- the children of its members
- any child by any SIM personnel, ministry or project.

The objectives of this policy are to reduce the risk of harm to children under the care of SIM Australia and to reduce the risk of misconduct towards children by SIM Australia personnel.

SIM will:

- Listen carefully and responsively to children in its care;
- Have clearly stated anti-bullying and protective behaviours policies;
- Have a privacy policy which is communicated to all;
- Conduct working with children checks and background reference checking for all SIM personnel;
- Provide training and support to all SIM personnel regarding their responsibilities to keep children safe and to report any concerns or disclosures;
- Respond promptly to every concern, disclosure or allegation;
- Provide care to all persons who disclose or make a complaint and to those against whom an allegation is made; and
- Regularly undertake risk assessments of all SIM activities and locations.

To achieve these objectives, SIM Australia's Child Safety Principles and Practices provide the following:

- **Prevention Strategies.** These will include pre-employment screening; a code of conduct to present clear expectations of SIM Australia personnel; regular training and monitoring of SIM Australia personnel. Procedures to receive, consider and respond to child safety concerns, disclosures or allegations.
- **Assessment of all Child Safety Concerns.** This involves Child Safety Inquiry procedures to receive, consider and respond to child safety concerns, disclosures or allegations. All Child Safety Inquiries will be conducted by SIM International according to SIM International Child Safety Guidelines, in consultation with SIM Australia.
- **Outcomes of Child Safety Concerns.** SIM Australia will create, communicate and administer Outcomes of Child Safety Inquiries for their own personnel in consultation with SIM International.

2. SIM INTERNATIONAL PROGRAM COMPONENTS

The SIM Australia policy operates within and is supported by the following SIM International Child Safety Policies, Guidelines and Resources.

SIM International Child Safety Policy: Presents the principles and objectives of the SIM International Child Safety Program.

Child Safety Principles and Practices: Presents the definitions, prevention strategies and response procedures to which all SIM entities will adhere with their child safety policies and programs. Each SIM entity's Child Safety Program will also meet the legal requirements of their specific countries while providing safety to children and supervision of their personnel.

Biblical Basis of Policy: Explains the biblical basis for key principles of the SIM International Child Safety Policy.

SIM Entity Child Safety Policies: Each SIM entity will have its own Child Safety Policy. Each SIM entity will be responsible to understand and follow all local legal Child Safety requirements.

Child Safety Inquiry Guidelines: Guidelines to assist SIM International in the assessment of Child Safety Reports, including:

- **Initial Assessment.** An initial inquiry process to determine an appropriate assessment strategy for each Child Safety Report.

- **Child Safety Assessment.** The purposeful process of gathering information on the child, parent, family and their environmental context to determine the probability and degree to which the child may be at risk of significant harm.
- **Misconduct (involving a child) and Serious Misconduct (involving a child).** Guidelines for conducting an inquiry into concerns or allegations of misconduct and serious misconduct involving children.
- **Implementation of Outcomes.** The development of appropriate administrative actions in response to a Child Safety Assessment and/or a Misconduct (involving a child) and Serious Misconduct (involving a child) Inquiry.

Historical Child Safety Assessment Policy and Guidelines: Presents guidelines for conducting assessments into reports of Child Safety and/or Misconduct Inquiries in child safety matters when the alleged victim is no longer under the age of 18 years.

Resources:

- **Handbook.** A step by step guide to preparing a regional Child Safety policy that meets both the requirements of the SIM International Policy and the legal requirements of the particular region.
- **Assessment tools.** Guidelines to assist with the assessment of safety and needs of SIM families.
- **Educational resources.** Resources to assist SIM entities with their Child Safety training programs.

3. SIM Australia Child Safety Program Components

The SIM Australia policy operates within and is supported by the following SIM Australia documents:

- SIM Australia Child Safety Policy
- SIM Australia Child Safety Principles & Practices
- SIM Australia Anti-Bullying Policy
- SIM Australia Privacy Policy
- SIM Australia Child Safety Code of Conduct