



## CHILD PROTECTION POLICY

IDSS is committed to the UN Convention on the Rights of the Child by promoting the safety of children against all forms of physical or mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse. In particular the safety and wellbeing of children involved in IDSS projects and programs. IDSS also supports the rights and welfare of all our staff and consultants and encourages their active participation in creating a safe working environment while on assignment or during travel overseas. The aim of this policy is to ensure that anyone involved with children either directly or indirectly:

- understand their personal responsibility for protecting the children they work with;
- understand the acceptable behaviour and appropriate boundaries when working with children;
- is able to take appropriate action if there are suspicions that a child is being abused; and
- is informed and trained and able to respond in a helpful manner to any child who alleges or discloses that abuse is happening.

IDSS will ensure that these commitments are met by ensuring:

- all staff, contractors and consultants understand, endorse by signature and abide by the IDSS Child Protection Policy.
- IDSS will conduct appropriate child protection screening during recruitment, including targeted interview questions, police and reference checks;
- Induction will include a briefing on child protection issues;
- Every workplace will display contact details for reporting possible child abuse and every member of staff will have contact details for reporting child abuse;
- Systems will be put in place for reporting and investigation of allegations of abuse;
- Training will be provided to inform all staff, contractors and consultants of IDSS about the IDSS and AusAID child protection policies and child protection issues;
- IDSS will empower children, staff, contractors and consultants to take action if there are suspicions of abuse.

This policy applies to all staff, contractors, sub-consultants, associates, partners or persons acting for or acting on behalf of IDSS, both during working hours and outside of normal working hours, both in Australia and overseas. All employees of IDSS and visitors to IDSS projects and programs are required to sign the IDSS Child Protection Policy – Code of Conduct.

*Nathan Rabe*  
General Manager of IDSS