



WYD 2008 CHILD PROTECTION POLICY

This policy is intended to guide Clergy, religious and lay workers involved in WYD08.

WYD08 Activities include the following –

1. *Journey of the WYD Cross and Icon*– All Australian dioceses
2. *WYD week* – activities during the World Youth Day week in Sydney and surrounding areas.

KEY TERMS USED IN THIS DOCUMENT

Accommodation – Accommodation facilities arranged by the WYD08 authority.

Children and Young People – For the purpose of WYD08 activities this includes all children and young people under the age of 18 years.

Homestay – Accommodation for Pilgrims within the family homes of parishioners and other volunteer families.

Homestay family members – residents of the homestay household who are not registered as WYD08 workers.

WYD 2008 workers- Clergy, religious and lay Church workers engaged in either a paid or voluntary capacity by the World Youth Day Company to undertake tasks to facilitate and/or support WYD08 Activities.

Pilgrim – Registered participants in WYD08 activities.

WYD 2008 – The trustee company for The World Youth Day 2008 Trust, which is responsible for organising World Youth Day 2008.

WYD08 – The World Youth Day 2008 event week.

Supervisor – A trained site co-ordinator/ manager whose prime purpose is to manage a workgroup including responsibility for responding to issues, complaints and concerns from an allocated group of pilgrims and participants.

WYD08 Director on Duty – The Director (or their delegate) who will be in overall control of WYD08 at a particular time. It is anticipated that they will be centrally located in the Operations Centre.

Child & Young Person Protection Officer – A role fulfilled by a person experienced in child protection issues.

PRINCIPLES –

WYD 2008 commits to –

- *The development of systems of support for the WYD 2008 workers regarding safe delivery of ministry and services to children and young people during World Youth Day activities*
- *The appropriate training of WYD 2008 workers developing knowledge and understanding in the relevant policies and procedures and prevailing laws at a level dependant on the involvement of their roles.*

There is an expectation on all WYD 2008 workers to –

- Treat all those they serve with sensitivity, courtesy and respect
- Respect diversity and difference in those they serve or with whom they work

RECRUITMENT AND ENGAGEMENT

WYD 2008 will -

- Maintain a rigorous and consistent recruitment, screening and selection process. This may be achieved through the following practices
 - Proof of Identity
 - Referee Checks
 - Letters of Endorsement
 - Interviews
 - Prohibited Employment Declarations
 - The Working with Children Background Check

- Inform and support WYD 2008 Workers in their understanding and application of
 - The WYD 2008 Code of Conduct
 - Relevant statutory Child Protection processes applicable to their role

- Recognise that WYD 2008 workers from outside NSW may have additional legal obligations from their own territories.

Support and supervision of WYD 2008 Workers will be provided through-

- An allocated supervisor (site co-ordinator) who is contactable at all times
- A clear identified role
- Authorising identification for each worker
- Appropriate induction and formation
- A detailed critical incident and complaints response procedures relating to child protection issues
- A detailed Code of Conduct document
- A WYD 2008 Child & Young Person Protection Officer network

COMMUNICATION OF THE POLICY

This policy and supporting documents will be communicated to WYD08 workers through -

- Relevant websites and multimedia – including the WYD08 website.
- Information sessions, including discussion and induction.
- Access to the policy and attachments.

- The Diocesan Authorities and Religious Orders (or their delegates) are responsible to ensure there are systems in place for the delivery of the above.

DEALING WITH COMPLAINTS, CONCERNS AND ISSUES OF RISK RELATING TO CHILDREN AND YOUNG PEOPLE

- All people involved in World Youth Day activities should:
 - be confident that complaints will be dealt with honestly, fairly and promptly.
 - be confident in reporting inappropriate behaviour around children and young people.
 - report any concerns about the safety and welfare of a child or young person as soon as practicable in accordance with the declared procedures.
- All complaints should be reported. This includes:
 - Disclosure of abuse and harm
 - Inappropriate behaviour around children or young people
 - Suspicion of abuse or harm to children or young people
- All complaints must be reported to the WYD 2008 Director on duty:
 - A child or young person, another pilgrim or participant, member of the public or any WYD 2008 worker can make a complaint, or raise a concern through their appointed supervisor or directly with the Director on duty.
- The Director on duty will follow the process attached(to be completed). If required they may contact the WYD 2008 Child and Young Person Protection Officer who will take the following action:
 - Listen to the person making the complaint and a make a record of the complaint details.
 - If the complaint involves inappropriate behaviour and/or a breach of the Code of Conduct, the supervisor will need to take action according to 'The Employee Code of Conduct' .
- WYD 2008 will have systems to respond to complaints, concerns and issues of risk of harm.
- Commensurate with their role WYD 2008 workers will recognise and respond appropriately to relevant complaints and concerns.
- Supervisors will receive intake training and will ensure the appropriate report is made and the worker is informed of such.
- A WYD 2008 Child & Young Person Protection Officer will be contactable at all times during WYD08 activities to advise and manage relevant complaints and reports.

UPHOLDING THE CODE OF CONDUCT

- WYD 2008 workers will be expected to uphold the WYD 2008 Code of Conduct.
- Those who allegedly breach the Code of Conduct will be afforded procedural fairness and natural justice.
- An immediate risk assessment will be undertaken based on the details of the alleged breach and other available information.
- It may be necessary to remove the worker from the child-related workplace.
- The process of inquiry will be managed according to the WYD 2008 Protocols for Responding to Relevant Complaints Against Workers.
- Allegations of a serious breach will be referred to the relevant authorities for investigation.

IDENTIFYING AND MANAGING RISK

- Systems will be in place to ensure that child safety is considered in the planning of all WYD08 activities and accommodation.
- Risk assessment and management planning advice will be provided.

DIOCESAN RESPONSIBILITIES

- Australian dioceses will need to follow their own procedures to risk assess and manage diocesan based activities.
- All Church authorities need to consider the management of known risk factors in relation to WYD08 activities.