Safeguarding and Protection Policy (including Child Protection)

Functional Area: Protection and Safeguarding
Date approved: 22 September 2026
Board Resolution: UWB20260922-5

1 Context

As an agency of the Uniting Church in Australia, UnitingWorld affirms that "*all people, including children, are made in the image of God. As a Christian community we believe God reaches out to us in love and acceptance, and our relationships with each other should express love, care and respect. Central to living out the gospel is to love God and to love others. As a community of faith, we are committed to providing safe environments for all people, including children, so they may live life in all its fullness.*"[1]

This policy sets out our shared commitment to safeguarding and how we put it into practice. It brings safeguarding and protection together because common factors, including power imbalances, separation from usual supports and dependence on those delivering an activity, can increase the risk of harm. Safeguarding is a shared commitment between us and our partners, grounded in our Christian identity and mutual accountability. This policy sets out how we prevent harm, particularly to children and others at heightened risk, and respond in a survivor-centred way when harm occurs.

We believe all people are entitled to live free from discrimination, violence, coercion, exploitation and abuse, and to be treated with dignity and respect. We recognise that factors such as gender, age, disability, ethnicity, displacement and poverty can increase exposure to harm and create barriers to seeking support or raising concerns.

As an accredited agency under the Department of Foreign Affairs and Trade (DFAT), we comply with the DFAT Child Protection Policy (2025) and DFAT Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policy (2025), and with the 2024 Common Approach to Protection from Sexual Exploitation and Abuse in international cooperation. Our approach also aligns with the Commonwealth Child Safe Framework, the National Principles for Child Safe Organisations and the gender equality and disability equity strategies guiding Australia's development program. It supports our obligations under the Australian Council for International Development (ACFID) Code of Conduct and the ACT Alliance Code of Conduct.

This policy forms part of our broader framework for preventing and responding to harm. It should be read with the following policies and resources:

- **Complaints and Incident Handling Policy and procedure** – our approach to confidential and accessible reporting, investigation, escalation, mandatory reporting, support for victims/survivors, review of outcomes and appeals.
- **Professional Conduct Policy and Code of Conduct** – our required standards of behaviour for staff, volunteers, Board members, contractors and partners, supported by mandatory training and signed acknowledgement of our Code of Conduct or, for partner personnel, the partner's equivalent code.

[1] National Safe Church Unit, *National Child Safe Policy Framework*, Uniting Church in Australia, 2022, p. 5.

- **Whistleblower Policy** – our process for confidential disclosure of wrongdoing and protection from reprisal.
- **Risk Management Policy and Framework** – our approach to identifying, assessing, recording, escalating and monitoring safeguarding and protection risks across our organisation, activities and programs.
- **People and Culture Policy and procedures** – our requirements for safe recruitment, role-based screening, reference and police checks, onboarding, training and management of conduct concerns.
- **Privacy Policy** – our approach to collecting, storing, accessing, retaining, using and disclosing personal and sensitive information.
- **Diversity, Equity and Inclusion Policy** – our approach to addressing how intersecting factors, including gender, age, disability, ethnicity, displacement and poverty, can increase exposure to harm and create barriers to support.
- **Bullying, Harassment and Discrimination Policy** – our approach to preventing and responding to harmful workplace behaviour.
- **Communication and Transparency Policy and communication and storytelling procedures** – our requirements for informed consent and the ethical collection, storage, use and publication of people's information, images and stories.
- **Fundraising, Donations and Bequest Policy** – our requirements for ethical fundraising that protects people's dignity, privacy and safety.

2 Scope

This policy applies to all UnitingWorld Representatives (Representatives), defined in the Governance Framework as personnel funded by or undertaking tasks on behalf of UnitingWorld. It applies to our activities in Australia and internationally.

2.1 What this policy covers

This policy covers how we and our partners carry out **safeguarding**. Safeguarding means protecting peoples' health, wellbeing and human rights. This means protecting people, particularly children and people at heightened risk, from harm that arises from engaging with our representatives or programs, including harms such as sexual exploitation, abuse and harassment. Child Safeguarding describes the specific actions that are taken to promote the welfare of children and protect them from harm. This includes protecting children from abuse and maltreatment, preventing harm to children's health or development.

It also covers **protection.** Protection means taking action to protect people from harm that arises in their context.

The people this policy seeks to protect include participants in activities we fund or deliver, members of the wider communities where projects take place, people engaged through our activities in Australia—including visits to churches, congregations and schools—and Representatives.

Safeguarding and protection obligations and activities will be proportionate to the inherent risk associated with the level of contact with children and the nature of an activity, consistent with the contact-with-children levels defined in the DFAT Child Protection Policy (2025). Risk assessments also consider contextual vulnerabilities, including children being geographically separated from their homes and activities taking place where there is a heightened risk of disaster or displacement.

2.2 How this policy applies to partners

UnitingWorld's programs are delivered by and through local partners, ranging from incorporated non-government organisations (NGOs) and foundations to church departments, dioceses, whole churches and ecumenical bodies.

Our expectations apply as follows:

- **Compliance minimum:** The **funded unit** is the part of the partner entity or organisation that holds the Letter of Agreement. It must meet the minimum safeguarding standards set out in our agreements. We do not fund activities where DFAT Essential Standards cannot be met. Where a partner has not yet met the DFAT Comprehensive Standards, there must be a documented, time-bound improvement plan.
- **Programmatic aspiration:** Strengthening safeguarding across the wider partner institution is a shared goal that we pursue through programs and accompaniment. It is not a condition of funding.
- **Equivalent frameworks**: Where indirect or downstream partners can demonstrate current compliance with an equivalent framework, such as the Core Humanitarian Standard or ACT Alliance requirements, we may recognise this as evidence that minimum standards are met. As with directly funded partners and projects, our due diligence and partnership management remain proportionate to risk.

3 Policy Commitments

Principle 1: We will act to prevent harm and uphold dignity

We have zero tolerance for inaction against safeguarding concerns, including sexual or other forms of exploitation, abuse, harm or harassment of children or adults. We uphold the dignity of all people, promote inclusion, equity and diversity in how we prevent and respond to harm, and apply a "do no harm" approach across all activities, relationships and communications.

Principle 2: We will manage risk proportionately and proactively

We will identify, assess, document, manage and review safeguarding and protection risks in our operations, people, programs, partnerships and communications, proportionate to the nature and level of risk, recognising how inequality, exclusion and identity can increase exposure to harm and barriers to support.

Principle 3: We will ensure safe people, safe conduct and accountability

We will apply safe recruitment, screening, induction, training, supervision and conduct standards for all Representatives, proportionate to role and risk. We make safeguarding responsibilities clear and apply consequences where safeguarding standards are breached.

Principle 4: We will only work with partners who meet minimum standards and support capacity strengthening

We will require funded partners to meet DFAT Essential Standards, maintain safe reporting mechanisms, notify us of relevant concerns and manage safeguarding and protection risks in funded activities. Where gaps exist in meeting DFAT Comprehensive Standards, we will support risk-based, time-bound improvement plans that strengthen partner-owned and contextual systems.

Principle 5: We will protect dignity, consent and safety in communications
We will collect, use and share stories, images and information in ways that uphold safety, dignity, informed consent, privacy and respect. We apply a safeguarding and protection lens to communications and fundraising material, especially content involving children or people at heightened risk.

Principle 6: We will enable safe, accessible and trusted reporting
We will have safe, accessible, confidential, child-friendly and culturally appropriate pathways for raising safeguarding concerns without fear of retaliation. We support reporting mechanisms that are known, trusted and used by our people, partners and communities.

Principle 7: We will respond swiftly, protect people and meet reporting obligations
We will respond promptly to any safeguarding concern, disclosure, allegation or notification of harm. We take immediate and proportionate action to protect the victim/survivor and others at risk, provide support, preserve confidentiality, ensure procedural fairness, investigate or support investigation where appropriate, take action on substantiated breaches, and meet statutory, donor and organisational reporting obligations.

Principle 8: We will monitor, learn and improve
We will ensure Board and Executive oversight, secure record keeping, regular review, incident learning, partner assurance and continuous improvement of safeguarding and protection systems. We use monitoring, self-assessment, partner review, incident trends and evaluation findings to strengthen prevention, reporting and response over time.

4 Policy implementation

4.1 We will act to prevent harm and uphold dignity

We will:

- Embed our organisational values in strategy, planning, stakeholder engagement and team collaboration, so that dignity, respect, inclusion, accountability, safeguarding and protection are reflected in how we make decisions and work together.
- Apply our Diversity, Equity and Inclusion Policy to safeguarding and protection decisions, recognising how identity, inequality and exclusion can affect exposure to harm, access to support and people's ability to raise concerns.
- Set and model clear expectations for respectful, safe and inclusive conduct, including safeguarding and protection responsibilities, through our Professional Conduct Policy, Code of Conduct and Bullying, Harassment and Discrimination Policy.
- Take reasonable and proportionate steps to prevent workplace sexual harassment and related unlawful conduct, and to protect people from harm related to safeguarding and protection risks.
- Require all Representatives to contribute to safe, inclusive and respectful environments and to act consistently with safeguarding and protection responsibilities.

4.2 We will manage risk proportionately and proactively

Across our organisation, we will:

- Assess safeguarding and protection risks across our operations, people, activities and programs in Australia and internationally, using an approach proportionate to the nature and level of risk.
- Assess risks when activities are planned and when circumstances change, and document the controls required.
- Assess each role's level of contact with children and apply screening, training, supervision and conduct requirements proportionate to the risk.
- Consider the potential benefits and negative impacts of our work on children and people at heightened risk, and apply appropriate controls—including child-safe planning, supervision, consent and participation—to prevent or reduce harm.
- Manage safeguarding and protection risks under the Risk Management Policy and Framework, with risks recorded in the relevant Agency Risk Register, Project Risk Register or activity risk assessment.
- Monitor material safeguarding and protection risks through the relevant Board Committee and quarterly Board reporting.
- Maintain accurate, current and secure records of safeguarding and protection risk assessments, decisions, controls, actions and reviews.

In our work with partners and projects, we will:

- Support partners to consult communities, deliberately including children and people facing exclusion due to gender, disability, ethnicity or other aspects of identity, to identify priority protection risks, controls and opportunities to strengthen people's capacity to claim their rights, and reflect community priorities in project designs.
- Require partners to complete context, project and activity risk assessments that identify and manage safeguarding and protection risks proportionate to their work, review them at least annually and update them when activities or circumstances change.
- Include agreed controls in project designs, annual plans and activity plans, including risks relating to staffing, fraternisation and contact with communities or children.
- Consider how power imbalances, gender inequality and other forms of exclusion may contribute to safeguarding and protection risks, and address these through project design, implementation and evaluation.
- Monitor safeguarding and protection risks with partners during implementation and revisit them during evaluation, treating evaluation as a safeguarding moment in which participants' safety and experience are heard.
- Assess project benefits and possible negative impacts on groups at heightened risk, including women, children and people with disabilities, through design, annual planning, monitoring and evaluation, including through gender equality, disability and social inclusion (GEDSI) analysis where appropriate.

4.3 We will ensure safe people, safe conduct and accountability

Across our organisation, we will:

- State safeguarding requirements clearly in all position descriptions, job and volunteer advertisements, and contractor expressions of interest.
- Assess candidates' understanding of and suitability to meet safeguarding requirements through interview questions.
- Screen all Representatives proportionately to their level of contact with children and role risk. This includes reference checks, recent police checks, Working with Children Checks or locally appropriate alternatives, and self-declarations where these are not feasible.
- Require all Representatives to complete role-appropriate safeguarding and Code of Conduct training at induction and at least annually, proportionate to their role and level of contact with children or people at heightened risk. Representatives must sign and abide by our Code of Conduct or, for partner personnel, a partner's equivalent code where it meets the requirements of our Professional Conduct Policy, and complete equivalent training.
- Include safeguarding requirements in employment agreements, volunteer agreements, Board appointments, funding agreements and contracts with contractors and suppliers, proportionate to the nature and risk of the engagement.
- Define and communicate safeguarding responsibilities for all Representatives and partner personnel, appropriate to their role and involvement in our work.
- Ensure agreements and contracts outline the consequences of breaches of safeguarding requirements or the Code of Conduct, including disciplinary action, termination or other contractual action where appropriate.
- Maintain accurate and current records of recruitment, screening, checks, signed Codes of Conduct and completed safeguarding training for our staff, Board members, volunteers and contractors, and the dates partner personnel completed equivalent requirements.

In our work with partners, we will:

- Require funded partners, as set out in the relevant agreement, to implement recruitment, screening, conduct and training practices proportionate to the safeguarding risks of their activities.
- Assess partner recruitment, screening, safeguarding and training practices through due diligence and ongoing partnership management.
- Support partners to strengthen recruitment, screening, conduct and training practices where required.
- Require partner personnel engaged in funded activities to understand and comply with applicable safeguarding requirements.
- Require funded partners to maintain appropriate records of recruitment, screening, signed Codes of Conduct and safeguarding training for personnel engaged in funded activities.

4.4 We will only work with partners who meet minimum standards and support capacity strengthening

As a minimum, safeguarding and protection provisions will be included in every Memorandum of Understanding and Letter of Agreement, requiring that:

- The funded unit meets the DFAT Essential Standards and, where applicable, the DFAT Comprehensive Standards, as set out in section 2.2.
- Partner staff and leaders involved in UnitingWorld-supported activities sign and abide by our Code of Conduct or the partner's equivalent code in line with our Professional Conduct Policy.
- Partners appoint one or more trained project Safeguarding Focal Points with clear reporting channels to project or church leadership.
- Partners advise UnitingWorld, within the required timeframes, of all safeguarding concerns, allegations or incidents related to UnitingWorld-funded projects or UnitingWorld Representatives, with reporting requirements, timeframes and contact information included in the Letter of Agreement.

We will also:

- Review partners' safeguarding and protection policies, practices and child protection and SEAH risks during due diligence, project design and implementation.
- Monitor and reflect with partners on their implementation of the above through reporting, in-person visits and periodic reviews.
- Agree explicitly with partners the consequences that apply for breaches of safeguarding and protection requirements, our Code of Conduct or the partner's equivalent code.
- Periodically review partners' alignment with these requirements and, where gaps exist, agree a risk-based plan and timeline to address them, with support resourced as needed.
- Assess partners' safeguarding and protection systems during organisational review and project design, review project-level risks through annual planning, and analyse findings across partners to target our support.
- Commit our own staff and Representatives to understand, respect and follow our partners' safeguarding and protection policies and practices while visiting and working in partner contexts.

In partnership, we will:

- Support partners to develop and strengthen safeguarding and protection systems that are owned, contextual and sustainable.
- Support partners to develop, review and strengthen their own safeguarding and protection policies, procedures and practices, calibrated to each partner's structure and context.
- Support partners to adopt UnitingWorld policies and procedures where they cannot develop or maintain the required safeguarding and protection documents.
- Include resourcing for safeguarding, protection and GEDSI capacity strengthening within project budgets, proportionate to risk and need.

4.5 We will protect dignity, consent and safety in communications

We will:

- Collect and use stories, photographs and video only with informed consent, in accordance with our communications and storytelling procedures.

- Preserve people's identity and cultural specificity where they choose to be named and it is safe to do so, and de-identify people where safety, dignity or personal preference requires.
- Apply a safeguarding and protection lens to all communications and fundraising material, ensuring that content, especially images of children and people at heightened risk, complies with our Code of Conduct and is reviewed in accordance with our communications and storytelling procedures.
- Support partners to apply equivalent consent and content standards in their own storytelling and communications.

4.6 We will enable safe, accessible and trusted reporting

We will:

- Provide safe, accessible and confidential ways for anyone to raise a safeguarding or protection concern without fear of retaliation. Reporting concerns is welcomed as an act of partnership, whether raised by our own people, partners or others we work with in Australia or overseas.
- Publish expected behaviour standards and reporting channels on the UnitingWorld website and in partner and community-facing materials.
- Handle all safeguarding and protection disclosures and reports as incidents under the Complaints and Incident Management Procedure, which sets out how to report, current reporting channels, what happens next, and the support available to victims/survivors.
- Require Representatives to report known or suspected safeguarding and protection incidents within 24 hours, or as soon as practically possible.
- Work with partners and communities to develop, maintain and regularly review accessible complaints, feedback and reporting mechanisms, including accessible formats, language options, disability-inclusive and child-friendly mechanisms, and culturally safe pathways for raising concerns or seeking information about expected behaviours and investigation processes.
- Periodically check that partner complaints, feedback and reporting mechanisms are known, trusted and used at community level, and strengthen our own follow-up where use remains low.
- Manage all incidents confidentially on a need-to-know basis, offer anonymous and de-identified reporting, and make support available to victims/survivors.

4.7 We will respond swiftly, protect people and meet reporting obligations

We will:

- Take immediate and proportionate steps to protect victims/survivors and others at risk, reduce further harm and preserve safety while concerns are assessed, reported or investigated.
- Ensure trauma-informed responses, procedural fairness, transparent and timely investigation processes, privacy protections and support for victims/survivors, and appropriate disciplinary actions where the incident involves personnel.
- Report child-related incidents to the statutory authorities responsible where a criminal offence may have been committed.
- Meet DFAT mandatory reporting requirements and report any suspected, alleged or known incident of child exploitation, abuse or harm, or sexual exploitation, abuse or harassment (SEAH), to DFAT within 24 hours, including investigation outcomes where required.
- Report child protection incidents to childprotection@dfat.gov.au and SEAH incidents involving adults to seah.reports@dfat.gov.au, preferably using the Child Protection and SEAH Incident Notification Form, or by contacting DFAT on +61 2 6178 5100.

- Seek advice before proceeding where there are safety concerns for a victim/survivor or where consent to report has not been provided, while continuing to meet our legal and donor obligations.
- Ensure concerns involving a Safeguarding Focal Point or a person in the reporting line can be reported through alternative escalation pathways, including escalation outside the normal reporting line where required.
- Support partners to lead the response in their own context wherever this is consistent with safety, the wishes of the victim/survivor and our donor obligations.
- Support partners to use existing safe referral pathways for local reporting, access to additional psychosocial supports and, where safe, report to statutory authorities, while ensuring decisions remain consistent with the best interests of the child and the wishes of the victim/survivor.

4.8 We will monitor, learn and improve

We will:

- Conduct an internal safeguarding self-assessment at least every two years to assess the effectiveness of our safeguarding systems, controls and compliance, led by the UnitingWorld Safeguarding Focal Point, reported to the Finance, Audit and Risk Committee and noted by the Board.
- Maintain a current safeguarding framework that identifies and governs the policies, procedures, tools and controls required to implement this policy, and review these regularly to ensure they remain effective and fit for purpose.

5 Roles and Responsibilities

Safeguarding is a shared responsibility. All Representatives are responsible for creating and maintaining safe, inclusive and respectful environments, understanding their safeguarding obligations, and reporting concerns in accordance with this policy.

5.1 Board

Responsible for:

- Providing governance oversight of safeguarding and protection, including compliance with child safeguarding and PSEAH standards.
- Approving safeguarding policies.
- Receiving and noting safeguarding reports from management reviewing organisational systems and compliance.
- Reviewing organisational risk through the Agency Risk Register, and project risk through dashboard and exceptions reporting, as standing quarterly agenda items.
- Undertaking safeguarding training at induction and annually thereafter.
- Modelling respectful behaviours and understanding their safeguarding obligations and responsibilities.
- Maintaining and developing Board knowledge, experience and skills in safeguarding and protection.
- Considering safeguarding, protection, gender equality, disability and social inclusion capability in Board recruitment, induction and ongoing development.

5.2 National Director

Responsible for:

- Overall accountability for implementation of this policy.
- Promoting a culture in which safeguarding concerns are raised, heard and addressed.
- Ensuring adequate resources are available to implement this policy.
- Appointing the Safeguarding Committee and team-based Safeguarding Champions

5.3 Executive

Responsible for:

- Embedding safeguarding across operations, communications and programs.
- Ensuring appropriate resources, systems and controls are in place to implement this policy.
- Modelling respectful behaviour and fostering a culture of accountability and safe reporting.
- Ensuring donor, legal and organisational safeguarding obligations are met.
- Supporting safeguarding roles and responsibilities across the organisation.

Full role descriptions for the UnitingWorld Safeguarding Focal Point and Safeguarding Champions are set out in the UnitingWorld Safeguarding Committee and Focal Point Terms of Reference.

5.4 People Managers (including managers of volunteers)

Responsible for:

- Applying safeguarding recruitment, screening, onboarding and training requirements relevant to roles they recruit for or supervise.
- Supporting staff and volunteers to understand and meet safeguarding requirements.
- Enabling staff and volunteers to raise concerns without barrier.
- Ensuring safeguarding requirements are reflected in engagements with contractors, suppliers and volunteers they oversee.

5.5 All Representatives

Responsible for:

- Abiding by our Code of Conduct or, for partner personnel, an equivalent code that meets the requirements of our Professional Conduct Policy, and applicable safeguarding requirements.
- Completing required safeguarding and Code of Conduct training.
- Reporting known or suspected safeguarding concerns or incidents within required timeframes.
- Assessing and managing safeguarding risks within activities they undertake.
- Supporting safeguarding and protection requirements relevant to their role.

5.6 UnitingWorld Safeguarding Focal Point

- Receiving and coordinating safeguarding reports.
- Managing complaints related to the conduct of UnitingWorld Representatives and safeguarding concerns or reports.
- Maintaining safeguarding records.
- Supporting compliance with donor reporting obligations, including reporting child protection and SEAH incidents relating to donor-funded activities.
- Coordinating safeguarding monitoring, self-assessment and continuous improvement activities.

- Working with team-based Safeguarding Champions to promote safeguarding awareness, support implementation and identify opportunities for improvement across the organisation.
- Developing and maintaining safeguarding policies, procedures and the safeguarding framework.
- Providing safeguarding advice and support across the organisation.

6 Related Resources

6.1 UnitingWorld governance documents:

- Complaints and Incident Handling Policy and Complaints and Incident Management Procedure
- Professional Conduct Policy and UnitingWorld Code of Conduct
- Whistleblower Policy
- Risk Management Policy and Framework
- People and Culture Policy and procedures
- Privacy Policy
- Diversity, Equity and Inclusion Policy
- Bullying, Harassment and Discrimination Policy
- Communication and Transparency Policy
- Fundraising, Donations and Bequest Policy

UnitingWorld: unitingworld.org.au

6.2 UnitingWorld safeguarding resources

- Safeguarding Framework
- Communications and storytelling procedures
- UnitingWorld Safeguarding Committee and Focal Point Terms of Reference

UnitingWorld (internal resources)

6.3 DFAT safeguarding requirements

- DFAT Child Protection Policy (2025)
- DFAT Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policy (2025)
- DFAT Accreditation Manual (2025)
- DFAT Child and Adult Safeguards Implementation Handbook (2026)

Department of Foreign Affairs and Trade (DFAT): dfat.gov.au

6.4 Australian safeguarding frameworks

- Commonwealth Child Safe Framework
- National Principles for Child Safe Organisations
- Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022

Australian Government

6.5 Sector standards and guidance

- ACFID Code of Conduct
- ACT Alliance Code of Conduct
- Core Humanitarian Standard

- Inter-Agency Standing Committee Minimum Operating Standards for Protection from Sexual Exploitation and Abuse by Own Personnel (IASC MOS)
- CAN DO Standard Operating Procedures

7 Glossary of Terms

Child: Anyone under the age of 18, irrespective of local definitions of adulthood (DFAT).

Child Protection Standards: The standards established under the DFAT Child Protection Policy (2025), applied proportionately according to the level of contact with children and the risks associated with an activity.

Contact with children levels: The levels of contact with children defined in the DFAT Child Protection Policy (2025): direct, sustained or significant contact; incidental or minimal contact; and no contact. These levels are used to determine screening, training and other safeguarding requirements.

Essential and Comprehensive PSEAH Standards: The two tiers of standards defined in the DFAT PSEAH Policy (2025). The Essential Standards provide the minimum safeguarding requirements and may be used as a phased entry point for smaller, locally based partners. The Comprehensive Standards apply to UnitingWorld and to partners delivering development and humanitarian programs, unless otherwise agreed through a documented improvement plan.

Protection: Activities aimed at ensuring people's basic human rights, welfare and physical security are recognised and safeguarded in accordance with international standards (Inter-Agency Standing Committee (IASC)).

PSEAH: Protection from Sexual Exploitation, Abuse and Harassment (DFAT, 2025; formerly "Preventing").

Safeguarding: Protecting people from harm and from harming others. Safeguarding includes prevention, response and reporting mechanisms, and encompasses child protection and PSEAH.

Safeguarding Champion: A staff member who promotes safeguarding culture and awareness within their team and is distinct from the UnitingWorld Safeguarding Focal Point.

UnitingWorld Safeguarding Focal Point: The person designated to receive and coordinate reports of child exploitation, abuse and harm, and sexual exploitation, abuse and harassment (adapted from IASC guidance).

SEAH: Sexual Exploitation, Abuse and Harassment.

Victim/survivor: A person, whether adult or child, who is or has been sexually exploited, abused or harassed. The term survivor recognises strength, resilience and the capacity to recover from harm (DFAT).

8 Review Schedule

Date of next review: September 2031