

## Criterion A3 Safeguarding: Accreditation Assessment Checklist

Instructions: Please complete the Criteria A3 Safeguarding: Accreditation Assessment Checklist for your organisation, and upload with your Agency Profile at A3.1 and A3.2 in SmartyGrants.

**Indicator A3.1 ANGO complies with [DFAT's Child Protection Policy](#) including its Child Protection Standards.**

### DFAT Child Protection Standards

#### 1. Child protection policy and procedures, including a code of conduct

Essential Standards	Comprehensive Standards	Briefly outline how your organisation meets each Standard
The organisation has a child protection policy/statement or other documented policies and procedures which meet the expectations of DFAT's Child Protection Policy.	The organisation has a detailed child protection policy and procedures in place which meet the expectations of DFAT's Child Protection Policy and are subject to regular review. The policy should demonstrate the organisation's commitment to zero tolerance for child exploitation, abuse and harm and establish procedures in line with these standards.	Type answer here
The organisation has a Code of Conduct that is consistent with the DFAT Child Protection Code of Conduct.	The organisation has its own Code of Conduct that is consistent with the DFAT Child Protection Code of Conduct.	Type answer here
All personnel are required to acknowledge they have read and agreed to the organisation's Code of Conduct.	All personnel are required to acknowledge they have read and agreed to the organisation's Code of Conduct.	Type answer here
Downstream partners are encouraged to develop their own policies, procedures and codes specific to child protection, but may	Downstream partners are encouraged to develop their own policies, procedures and codes specific to CP, but may adopt	Type answer here

Essential Standards	Comprehensive Standards	Briefly outline how your organisation meets each Standard
adopt the policies of their upstream partner if appropriate.	the policies of their upstream partner if appropriate.	

## 2. Reporting mechanism and investigation procedures

Essential Standards	Comprehensive Standards	Briefly outline how your organisation meets each Standard
The organisation can receive and manage incident reports safely and confidentially in accordance with Australian and/or local law.	The organisation has a well-publicised, accessible (including to children), confidential and safe mechanism for reporting child protection concerns or incidents which includes protections from retaliation.	Type answer here
Not required for Essential Standards	The organisation has documented procedures for managing child protection incidents that include trauma-informed responses, procedural fairness, transparent and timely investigation processes, privacy protections and support for child victim-survivors, and appropriate disciplinary actions if the incident involves their personnel.	Type answer here
Reporting mechanisms are accessible to all stakeholders including children.	The organisation ensures children, families and communities are informed about expected behaviours, reporting mechanisms and investigation processes in accessible and culturally appropriate ways.	Type answer here

Essential Standards	Comprehensive Standards	Briefly outline how your organisation meets each Standard
The organisation must report incidents and investigation outcomes to DFAT.	The organisation must report incidents and investigation outcomes to DFAT.	Type answer here

### 3. Risk management processes

Essential Standards	Comprehensive Standards	Briefly outline how your organisation meets each Standard
The organisation undertakes a child protection risk assessment, including mitigation actions tailored to the activities and the context, that is reviewed at least annually and revised as needed.	The organisation undertakes a child protection risk assessment, including mitigation actions tailored to the activities and the context, that is reviewed at least annually and revised as needed.	Type answer here
Not required for Essential Standards	The organisation must provide documented evidence that senior management and executive boards have visibility of child protection risk management.	Type answer here
Not required for Essential Standards	The organisation has documented evidence of its expectations for downstream partners and how those partners will manage child protection risk.	Type answer here

#### 4. Child protection training

Essential Standards	Comprehensive Standards	Briefly outline how your organisation meets each Standard
The organisation provides basic child protection training to all relevant personnel. Personnel are required to complete the training annually.	The organisation provides comprehensive child protection training – regularly reviewed for all personnel. Personnel are required to complete the training annually.	Type answer here

#### 5. Child safe recruitment and screening processes

Essential Standards	Comprehensive Standards	Briefly outline how your organisation meets each Standard
The organisation conducts child safe recruitment and integrity screening for all personnel. Screening should include reference checks, recent police checks, working with children or vulnerable people checks, or locally appropriate alternatives, or where these are not feasible, a self-declaration.	The organisation conducts child safe recruitment and integrity screening for all personnel. Screening should include reference checks, recent police checks, working with children or working with vulnerable people checks, or locally appropriate alternatives.	Type answer here
Not required for Essential Standards	Additional integrity measures required include targeted messaging and questioning about child safeguarding at all stages of recruitment and onboarding, and ongoing monitoring of staff behaviour and adherence to child protection policies and processes.	Type answer here



Indicator A3.2 ANGO complies with [DFAT's Protection from Sexual Exploitation Abuse and Harassment Policy](#) including its PSEAH Standards.

#### DFAT PSEAH Standards

##### 1. PSEAH policy and procedures, including a code of conduct

Comprehensive Standards	Briefly outline how your organisation meets each Standard
The organisation has a detailed PSEAH policy and procedures in place which meet the expectations of DFAT's PSEAH Policy and are subject to regular review. The policy should demonstrate the organisation's commitment to zero tolerance for sexual exploitation, abuse and harassment and establish procedures in line with these standards.	Type answer here
The organisation has its own Code of Conduct that is consistent with DFAT's PSEAH Policy, which includes the prohibition of transactional sex in high-risk settings.	Type answer here
All personnel are required to acknowledge they have read and agreed to the organisation's Code of Conduct.	Type answer here
Downstream partners are encouraged to develop their own policies, procedures and codes specific to PSEAH, but may adopt the policies of their upstream partner if appropriate.	Type answer here

##### 2. Reporting mechanism and investigation procedures

Comprehensive Standards	Briefly outline how your organisation meets each Standard
The organisation has a well-publicised, accessible, confidential and safe mechanism for reporting SEAH concerns or incidents which includes protections from retaliation.	Type answer here
The organisation has documented procedures for managing SEAH incidents that include trauma-informed responses, procedural	Type answer here

Comprehensive Standards	Briefly outline how your organisation meets each Standard
fairness, transparent and timely investigation processes, privacy protections and support for victim-survivors, and appropriate disciplinary actions if the incident involves their personnel.	
The organisation ensures communities are informed about expected behaviours, reporting mechanisms and investigation processes in accessible and culturally appropriate ways.	Type answer here
The organisation must report incidents and investigation outcomes to DFAT.	Type answer here

### 3. Risk management processes

Comprehensive Standards	Briefly outline how your organisation meets each Standard
The organisation undertakes SEAH risk assessment, including mitigation actions tailored to the activities and the context, that is reviewed at least annually and revised as needed.	Type answer here
The organisation must provide documented evidence that senior management and executive boards have visibility of SEAH risk management.	Type answer here
The organisation has documented evidence of its expectations for downstream partners and how those partners will manage SEAH risk.	Type answer here

### 4. PSEAH training

Comprehensive Standards	Briefly outline how your organisation meets each Standard
The organisation provides comprehensive PSEAH training – regularly reviewed – to all relevant personnel advising personnel	Type answer here

Comprehensive Standards	Briefly outline how your organisation meets each Standard
of rights, obligations and responsibilities. Personnel are required to complete the training annually.	

#### 5. Recruitment and screening processes

Comprehensive Standards	Briefly outline how your organisation meets each Standard
The organisation conducts recruitment and integrity screening for all personnel. Screening should include reference checks, recent police checks, working with children or working with vulnerable people checks, or locally appropriate alternatives or, where these are not feasible, a self-declaration.	Type answer here
Additional integrity measures required include targeted messaging and questioning about safeguarding at all stages of recruitment and onboarding, and ongoing monitoring of staff behaviour and adherence to PSEAH policies and processes.	Type answer here