

Accreditation Assessment Checklist

A3: The ANGO has effective child safeguards

A3.1 ANGO has an organisational Child Protection Policy.

ANGO has a documented child protection policy, ratified by its governing body. The policy includes/outlines:

- definition of a child as anyone under 18
- the scope of the policy to cover all relevant positions, such as the CEO, board members, staff, contractors, volunteers, interns etc. and adequately covers sub-contractors and grantees
- the reporting procedure for child exploitation and abuse suspicions or allegations, code of conduct or policy non-compliance, and sanctions that would be applied in the event of breaches
- a commitment to immediately report the above to DFAT in cases where DFAT funding is involved
- a commitment to providing child protection training for personnel at induction and regularly thereafter depending on risk profile
- a commitment to preventing a person from working with children if they pose an unacceptable risk to children
- the ANGO's risk management approach
- the process for regular review of the policy at least every 5 years – policy must be dated or have a review date included.

A3.2 ANGO has child safeguarding procedures in place that fully comply with DFAT's Child Protection Policy and all of its nine minimum standards.

ANGO's procedures and practices comply with DFAT's minimum standard as follows:

Minimum standard 1: ANGO has a child protection policy (covered by Indicator A3.1).

Minimum Standard 2: ANGO has documented reporting procedures which are known by personnel and partners and are applied in practice and cover/include:

- child exploitation and abuse suspicions and/or allegations
- non-compliance with the code of conduct or policy
- sanctions that are/would be applied in the event of breaches
- immediate reporting to DFAT where DFAT funds are involved
- contact information to enable an external person to report.

Minimum Standard 3: ANGO provides child protection training (which includes its reporting procedures) for personnel.

Minimum Standard 4: ANGO is committed to preventing a person from working with children if they pose an unacceptable risk to children. This commitment is included in ANGO's child protection policy. (covered by Minimum Standard 1 and Indicator A3.1)

Minimum Standard 5: ANGO's child protection policy is regularly reviewed, at least every 5 years.

Minimum Standard 6: ANGO undertakes risk assessments of all activities (not just at a program or organisational level). Risk assessments include identification of risks and outline mitigation measures and are regularly re-assessed.

Minimum Standard 7: ANGO's employment contracts contain provisions for suspension or transfer to other duties of any employee who is under investigation and provision to dismiss any employee after an investigation.

Minimum Standard 8: ANGO has robust recruitment screening processes including:

- criminal record checks and verbal reference checks for 'contact with children' positions prior to engagement
- additional screening measures such as behavioural-based interview questions for 'working with children' positions.

Checks must be conducted for each country in which the individual has lived for 12 months or longer over the last 5 years, and for the individual's countries of citizenship

Minimum Standard 9: ANGO has a documented Code of Conduct that meets DFAT requirements at a minimum (see Attachment A to DFAT's CP policy) and is known to ANGO personnel.

A3.3 ANGO has controls and procedures to ensure implementing partners have compliant child protection policy and practices.

ANGO engages with and supports its implementing partners to have good child protection practices. At a minimum, the ANGO:

- has knowledge of their partners' child protection capacity and practices
- has knowledge of which of their partners' have 'contact with' or are 'working with' children
- ensures that partners have their own child protection policy or formally adopts and understands the ANGO's child protection policy
- undertakes and shares child protection risk assessments with partners or ensures that partners are undertaking child protection risk assessments of all activities
- provides child protection training and support to partners where required to improve their child protection practices.

A3.4 ANGO undertakes periodic assessments of its own and its implementing partners' child protection practices.

ANGO undertakes a systematic and documented assessment of its own and its implementing partners' child protection practices on a regular basis. The assessment process:

- includes all the practices listed in Indicators A3.1, A3.2 and A3.3
- is undertaken at regular and clear points in time - periodicity to be determined by the ANGO depending on variables such as risk, inclusion of additional or different activities, change in partner capacity etc.
- uses a systematic approach i.e. an assessment against a list of criteria or standards
- is documented.