



CHILD WISE
creating child safe communities



2020
**ANNUAL
REPORT**

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ABOUT CHILD WISE

Child Wise exists to ensure the safety of children and young people in any organization they interact with, but particularly those designed to serve them. Based on the principles of capacity building and prevention, Child Wise works with public, private and not-for-profit organisations to create and maintain culture where child safety is front of mind.

As a national organisation, Child Wise has a footprint in each state and territory. We have worked with a range of clients across rural, regional and remote areas across Australia as well as international, with advisors on the ground to support clients on their child safeguarding journey.

We originated as a leading voice on child rights in the Asia Pacific region and were a founding member of the global ECPAT (End Child Prostitution and Trafficking) network. Since 1991, Child Wise has worked with government, non-government and corporate organisations in Australia and internationally, to build child safe communities and cultures.

In 2018, we became a Social Enterprise of Save the Children Australia, a global not-for-profit organisation, to pursue a shared vision where children are safe from harm. This relationship expands our reach into 117 countries around the world. Child Wise was the first Australian organisation to develop safeguarding standards as a framework to protect children, and in 2018, we welcomed the Australian Governments' endorsement of the National Principles for Child Safe Organisations, which reflect our pioneering work.

We have a proven track record of embedding organisational culture where child safeguarding is front of mind. Our work is rooted in a child rights approach, and we centralise the voices of children in all that we do.

Our Vision

Our vision is a society in which children and young people can grow up free from harm. Anything less is unacceptable.

Our Mission

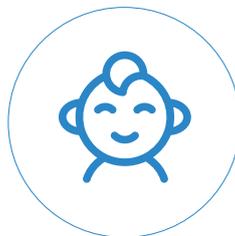
Our mission is to strengthen the capacity of organisations, communities and families to keep children and young people safe from harm.

Our Values



QUALITY FOCUSED:

we keep children and young people safe by emphasizing best practice in everything we do.



CHILD-CENTRED:

we make sure that children are empowered and that their voices are heard.



COMMITTED:

we are uncompromising and determined in our efforts to prevent harm to children and young people.

2020 IN REVIEW: FROM OUR MANAGING DIRECTOR



To say that 2020 has been a game changing year would not be an exaggeration.

The COVID-19 pandemic challenged the world in ways we had never experienced before, pushed us beyond our boundaries and changed life as we know it. However, amidst the hardship, we also saw incredible resilience and determination to protect the most vulnerable in our communities.

I am excited to share some of the 2020 highlights at Child Wise that have helped us further our mission and increase our impact in protecting children and young people from harm.

Delivering real impact for children and young people by elevating their voice and rights in organisations where they live, work and play has been a core focus for 2020. We were engaged by the Department of Social Services to develop resources to raise awareness of and improve access to the National Redress Scheme for young people. We hosted a youth panel discussion with over 350 attendees to provide a platform for young people's voices to be heard on what "Putting Children First" means and looks like to them.

2020 saw Child Wise re-enter the Pacific region after its earliest beginnings, where we performed work that impacted children and human rights in Tonga, Samoa, the Solomon Islands, Papua New Guinea and New Zealand. 2021 will see our work expand into other parts of the world to bring world leading child safeguarding practices to the new areas where risks have emerged: the digital world.

We have continued to support organisations in the government, non-government and private sectors over multiple consultancy, coaching and accreditation projects to help them strengthen internal child safeguarding capacity and to ensure compliance with child safety principles and legislation.

Our child safeguarding technology practice is growing, and we are thrilled to bring world leading workplace interception technology for the first time in Australia and the surrounding region. Our latest partnership with NetClean was established in an effort to disrupt the distribution and production of Child Sexual Abuse Material (CSAM), as reports about online child sexual exploitation material surged during the coronavirus pandemic.

In 2021 we will strengthen our focus on innovation in taking on child safeguarding challenges that may appear unsolvable, such as ensuring the safety of children and young people in their daily use of social media and the internet. We will do this by establishing global partnerships and expanding our work and impact internationally, because we know that keeping children and young people safe, both in physical and online spaces, is a responsibility that we all share as part of a global community.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Natalie Siegel-Brown'.

Natalie Siegel-Brown

Child Wise Managing Director

WHAT WE DO

At Child Wise, we are holistic, rigorous and child-focused in our approach to help organisations strengthen their child safety practice and build a child safe culture.

Our services are flexible and tailored to suit the needs of the organisations we work with.



Accreditation

Child Wise Accreditation provides assurance that your policies, processes, governance and culture are compliant with the National Principles for Child Safe Organisations, and that leaders demonstrate a commitment to continuously trying to make things safer for children and young people.



Consulting

Child Wise Consulting services are modular and tailored based on specific organisational needs. This may include undertaking an organisation-wide child safety review to identify gaps and strengths, supporting the development of an improvement plan, or policy review and development among other options.



Coaching

Child Wise Coaching is an effective and flexible way of translating new knowledge and skills into practice, whilst bringing policies and procedures to life in any organisational context. To achieve this, our experienced Coaches collaborate with organisational leaders and leadership teams and work alongside other key roles in organisations, including Child Safety Officers.

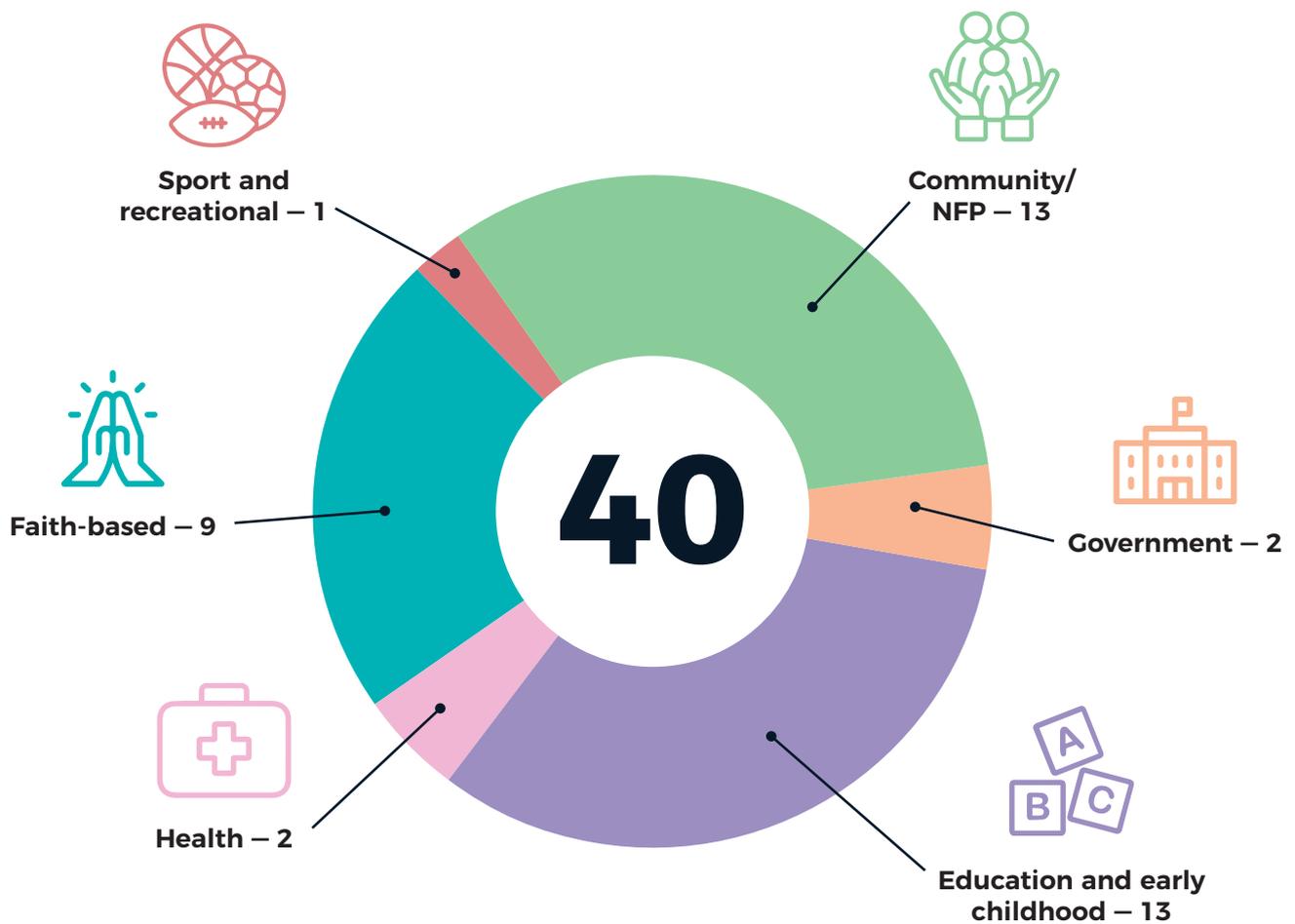


Child Safety Training

Child Wise Training Programs are designed to equip leadership teams, staff and volunteers with vital knowledge and skills in the prevention and early intervention of child abuse and neglect at their workplace.

2020 HIGHLIGHTS

CONSULTANCY & ACCREDITATION PROJECTS BY INDUSTRY



139
TRAINING
SESSIONS RUN



2149
TRAINING
ATTENDEES





PROJECT PROFILE:

Developing a Child Focused Complaints Process and Capacity Building with the Department of Foreign Affairs and Trade (DFAT)

In 2020, Child Wise worked with the Department of Foreign Affairs and Trade (DFAT) to develop a child-focused complaints process for a new Pacific Secondary School Scholarships Program (PSSSP). Child Wise provided tailored consulting services including:

- a high-quality child-focused complaints procedure and tools in line with the requirements of the National Principles for Child Safe Organisations under the Commonwealth Child Safe Framework
- child-friendly versions of the complaints process, as well as child friendly flyers
- bespoke training on the complaints handling procedure and accompanying tools through our Virtual Classroom Training platform. This included relevant case illustrations, discussions, and opportunities for staff to look closely at possible scenarios under PSSSP implementation.





PROJECT PROFILE:

Child Safeguarding Review and Coaching with Uniting VicTas

Uniting VicTas work with many children and young people in Early Education, Out of Home Care, Disability and Youth Services, throughout Victoria and Tasmania. Back in 2019, they undertook a significant Child Safety review with Child Wise to identify strengths and improvement areas. This progressed to having an embedded Child Wise advisor working in the business alongside key staff, two days per week for a period of 10 months, to support implementation and improvement goals.

In 2020-2021, Uniting VicTas have continued developing their child safety strategy with the support of Child Wise in a different way. They are currently building their capacity with the weekly support of a Child Wise Coach. This Coach offers guidance and leading practice industry knowledge and helps maintain momentum and support to the Quality Improvement Team.

“Working with Child Wise has helped Uniting VicTas prioritise our child safe practice, systems and culture to ensure it becomes part of our everyday thinking. Having the support of an experienced coach ensures we are receiving contemporary information, embedding the right elements in the right places and provides assurance that we are heading in the right direction.”
- Amy Padgham,
General Manager – Quality & Compliance.



During the last 12 months, Uniting VicTas have:

- Adopted a new Child Safety Policy Framework
- Established a Child Safety Advisory Committee
- Participated in leadership training for 100 senior leaders
- Upskilled a group of 100 Child Safe Champions across the organisation
- Developed a Child Safety induction module for the workforce
- Created Child and Young Person friendly resources
- Implemented a Child Safety Risk Assessment tool across all programs and services
- Enhanced existing Human Resource tools



PROJECT PROFILE:

Child Wise Accreditation - Christ Church Grammar School

Christ Church Grammar School engaged Child Wise to conduct a child safety review, with the view to attaining accreditation. In December 2020, their child safety review findings report and improvement plan were delivered to the School, reviewed by decision makers and accreditation was awarded.

Christ Church Grammar School is a Pre-Kindergarten to Year 12 Anglican day and boarding school for boys in Perth, Western Australia and currently has more than 1650 students.

As part of the accreditation process, Child Wise conducted a systems-based examination of child safety across the School to identify strengths and areas for development, based on the National Principles for Child Safe Organisations. The review used a mixed method approach and was conducted over an eight-month period, between October 2019 and June 2020. It involved work on the main campus and a site visit to the Outdoor education facility. The work included a desktop review of 86 documents, 6 focus group discussions, surveys of 711 students, 673 parents/carers and 107 staff, along with 6 leadership interviews (including members of school council and the executive team).

Based on recommendations in a tailored improvement plan, Christ Church Grammar School then embarked upon a range of capacity building activities to ensure a whole of school approach to fostering a culture of child safety and wellbeing.

The review identified a significant and genuine commitment from Christ Church Grammar School, to improving child safeguarding practice across all areas of the School. This commitment was evident at board and senior leadership level and across the entire staff team. It is this child safeguarding approach that is at the very heart of the National Principles for Child Safe Organisations, emphasising the need to ensure that child safety is embedded in organisational leadership, governance and culture, and prioritised from the top down.

A few of the many achievements by the School post-review have been the:

- establishment of a diversely represented Child Safety Working Group to lead and oversee child safety improvements
- introduction of formalised Child Safety Champion roles across both Preparatory and Senior Schools
- establishment of clear communication pathways for students wishing to provide feedback
- inclusion of child safety questions in student and parent/carer engagement surveys to track progress
- refresh of a range of child safeguarding policies and procedures related to child safety and wellbeing, recruitment and selection, complaints and concerns, and child safety training

Christ Church Grammar School views organisational child safety as an ongoing process of improvement and continues to strive to be a better, safer place for children and young people.

“Every boy deserves to feel safe at the school. Safety means physically safe, safe from sexual abuse, emotionally safe, safe from neglect.”

**- Alan Jones,
Principal**



PROJECT PROFILE:

Global Safeguarding: Capacity Building in International Development - Fairtrade ANZ

Fairtrade Australia & New Zealand (Fairtrade ANZ) advocates for better working conditions and improved terms of trade for farmers and workers in developing countries, and more specifically in the Pacific. This means supporting the development of farming and worker communities to have more control over their futures and protecting the environment in which they live and work.

Fairtrade ANZ engaged Child Wise to build capacity across the organisation around child safeguarding, preventing child labour and the prevention of sexual exploitation, abuse and harassment.

We provided tailored training to the specific needs of Fairtrade ANZ on child safeguarding strategies, including donor requirements. The training content was also linked to the Fairtrade ANZ protection policy and code of conduct, with connections made to the specific areas of Fairtrade ANZ's work.

In March 2021, we were proud to continue our partnership with Fairtrade ANZ to deliver child safeguarding strategies training in Fiji. Our bespoke one-day training program was designed to give Fairtrade Producer Organisation staff the knowledge and skills to implement, monitor, respond and report child safeguarding concerns.

Child Wise has continued to provide structured coaching to Fairtrade ANZ and Fiji staff.

"It's been wonderful and really broadens our perspective"
- Quote from a participant



ADVOCATING FOR THE RIGHTS OF CHILDREN AND YOUNG PEOPLE



For 30 years, Child Wise has been a loud voice in creating child safe communities in Australia and internationally, and we continue to advocate for the rights of children and young people to be respected and for their voices to be heard.

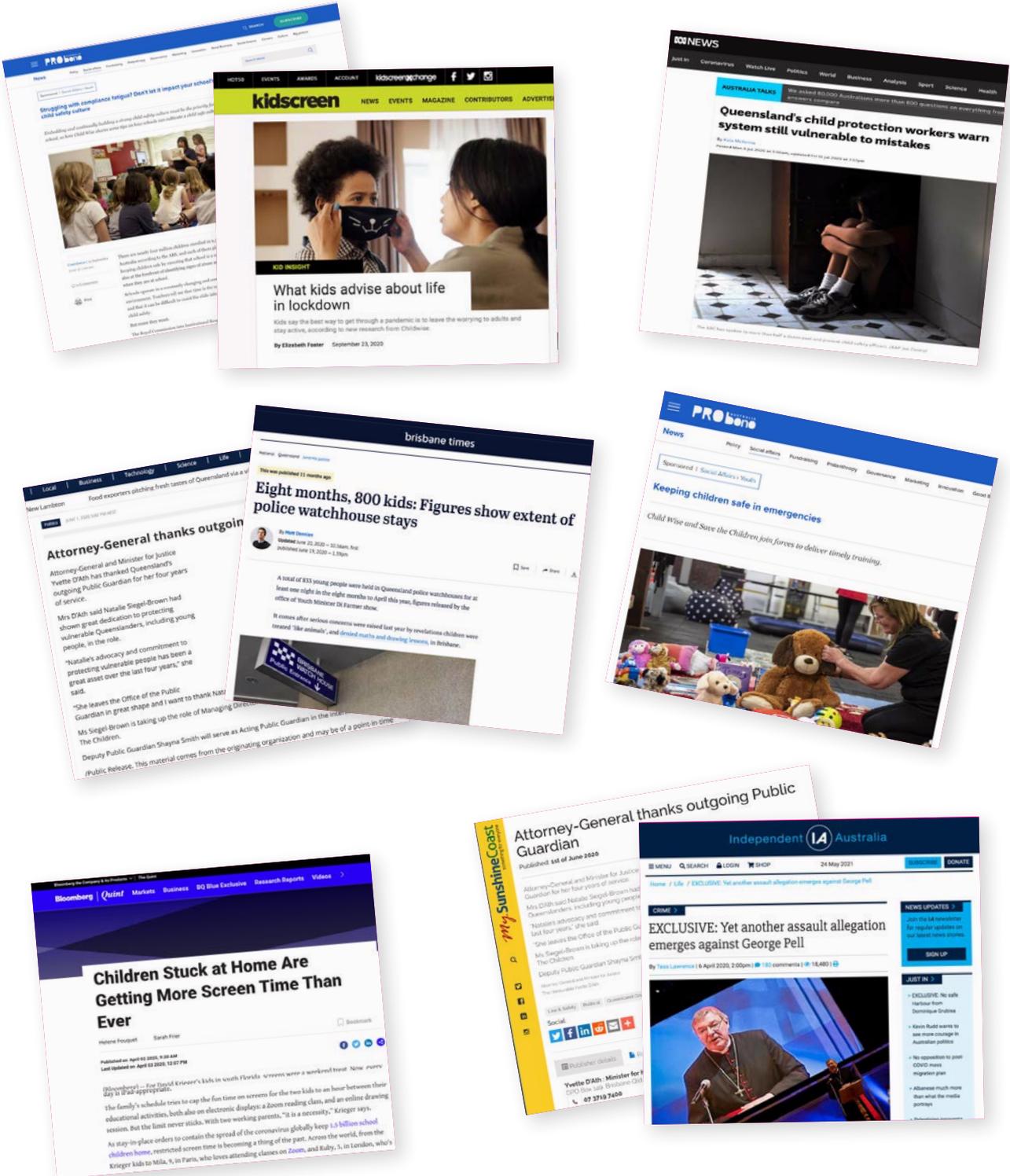
In 2020, we contributed towards the public consultation process of the NSW Office of the Children's Guardian regarding the regulation of child safe standards and principles. Child Wise is of the view that a principles-based approach to regulating child safe organisations can provide a framework that is rigorous, outcome-focused, yet sufficiently flexible to adapt to the myriad child-focused organisations across the state.

Child Wise also submitted our recommendations for the 2020-21 federal budget. Our recommendations were focused on the need for government support to organisations to support their investment in implementing the Commonwealth Child Safe Framework and in particular the requirement for organisations funded through Commonwealth entities to demonstrate compliance with the National Principles for Child Safe Organisations.



CHILD WISE IN THE MEDIA

In the past year, we have been featured over 60 times in the media as experts and thought leaders in the child safeguarding space. Our expertise in child safe organisational change and thought leadership in promoting the engagement and empowerment of children and young people have been front and centre of our media presence.



PROMOTING THE VOICES OF CHILDREN AND YOUNG PEOPLE

This year's theme for National Child Protection Week was "Putting children first". Placing the importance of the empowerment and participation of children in the spotlight is one of our core values at Child Wise. Our approach to child safety is child-centred: we make sure that children are empowered and that their voices are heard.

As part of our contribution to Child Protection Week, we organised a youth panel discussion to provide a platform for young people to have a voice and tell adults what "Putting children first" means to them.

We collated the key learnings from the youth panel in the blog post: **"What makes a child or young person feel safe and heard in organisations?"**.

"Loved the format and the panel members were fantastic, great advocates for the young voices of our community"

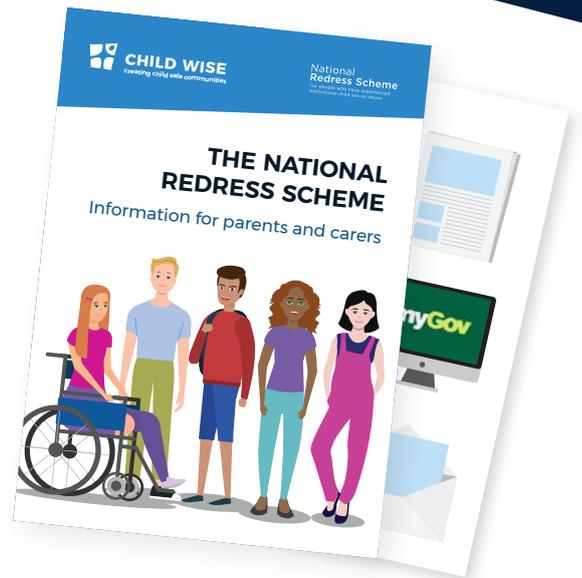
"Thank you panel, you were great and have brought to my mind many issues that our organisation needs to address and involve children and youth"

"This was brilliant, well done and very important."

To help organisations facilitate opportunities for children and young people to provide feedback and share their thoughts and ideas, we launched a new training program, Meaningful Engagement with Children and Young People. This interactive program aims to build the capacity of participants to improve their skills in engaging with children and young people, as well as developing meaningful strategies for planning, facilitating and evaluating consultation with children and young people.



STRENGTHENING ACCESS FOR YOUNG PEOPLE TO THE NATIONAL REDRESS SCHEME



As part of a critically needed project funded by the Department of Social Services, Child Wise developed a range of resources aimed to help young people learn about the National Redress Scheme. The resources developed emphasise the safety and wellbeing of the young person engaging with Redress, act as a reference point for service provision, and are age appropriate and inclusive.

Booklets, fact sheets, posters and videos were also designed for supporting persons, including parents and carers, as well as professionals that engage with children and young people that may be eligible for Redress.

The resources were widely distributed, including over 12,000 people reached from the Child Wise database nationwide across a variety of non-government, government and private sector organisations. We have been able to significantly increase the reach of the communication materials to an estimated additional 10,000+ subscribers from organisations across every state and territory through our partnerships with peak bodies in the community and associations we are members of.



CHILD SAFEGUARDING TECHNOLOGY

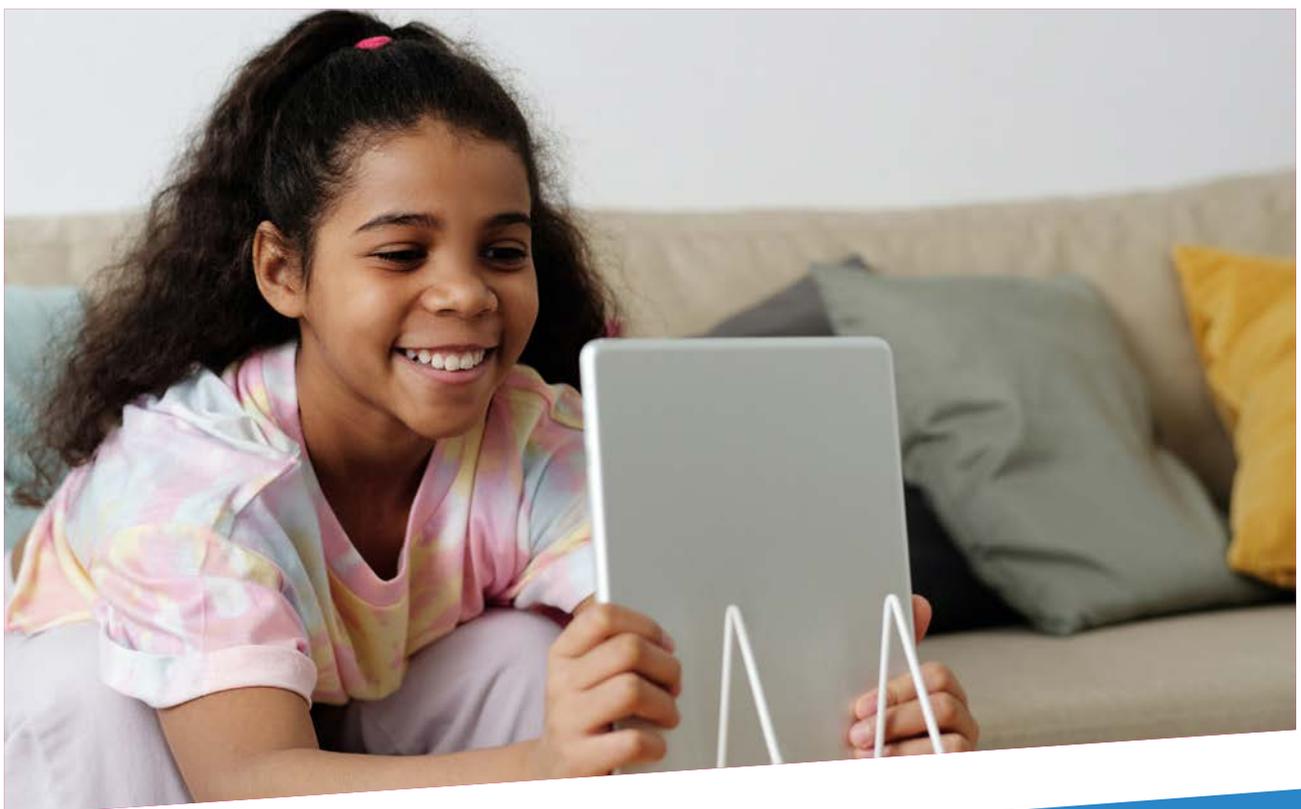
At Child Wise, we believe the role of technology in safeguarding is critical to not only keep up with, but to anticipate modern day challenges to child safety and wellbeing.

The impact of the COVID-19 pandemic exacerbated the spread of online abuse with devastating effects that have been felt worldwide. Reports of online child abuse surged by 122% in Australia alone in the first three months of COVID-19 lockdowns with similar staggering numbers being reported across the world.

With businesses and organisations moving their services online, we saw an increasing number of corporate devices being used to access or distribute online abuse material.

In 2020, Child Wise partnered with NetClean, a Swedish tech company, to provide organisations with unique technology that is capable of making a tremendous difference to the wellbeing of children across the world. Child Wise has engaged with Australian law enforcement to accelerate the introduction of world leading workplace interception technology for the first time in Australia and the surrounding region.

More and more we see social media being put in the “too hard” basket by adults talking to adults about how to protect children and young people from the risks associated with what has become a culturally ingrained daily practice. We are focused on growing our child safeguarding technology practice further to tackle these kinds of challenges and to ensure that the voices of young people are at the front and centre of the solutions.



OUR EXPERTISE

Child Wise is driven by a passionate team with a unique set of skills and decades of collective experience, providing a service that is evidence based and focused on continuous improvement.

Our team of professionals come from a range of backgrounds and bring expertise in many fields surrounding the protection of children, including:



In June 2020, we welcomed Natalie Siegel-Brown as the new Managing Director of Child Wise. Prior to joining Child Wise, Natalie was the Queensland Public Guardian, an independent statutory appointment, and CEO of the Office of the Public Guardian.

OUR BOARD



Andrew Jackomos

Andrew Jackomos is a proud Yorta Yorta/Gunditjmara man. Andrew currently heads Aboriginal Economic Development for the Victorian Government. Prior to this, Andrew was appointed the Special Adviser for Aboriginal Self-Determination to the Victorian Government where he played an influential role in embedding the ethos of self-determination across the whole of government context. Andrew's role as Special Adviser followed on from his five years as the inaugural Commissioner for Aboriginal Children and Young People in Victoria. As Commissioner, Andrew was responsible for advocating for and overseeing the provision of state government services to Aboriginal and Torres Strait Islander children, particularly the most vulnerable in the areas of child protection, youth justice and homelessness. Andrew became a Child Wise board member in August 2020.



Peter Hodgson

Peter Hodgson is currently a director of several public companies and, until late 2016, was the Chief Executive Officer of The Myer Family Company. Peter has been a director of Save the Children since May 2012 and became Chairman in June 2012. He became a Child Wise board member since the merger in December 2017.



Michelle Somerville

Michelle Somerville was an audit partner at KPMG and has 26 years of experience in financial accounting, audit, risk management and compliance across a range of industries including the not-for-profit sector, in both Australia and the United States. Michelle has been a director of Save the Children since December 2012 and a Child Wise board member since December 2017.



Paul Ronalds

Paul Ronalds joined Save the Children Australia as Chief Executive Officer in July 2013 and led the merger with Child Wise in December 2017. Prior to joining Save the Children, Paul was First Assistant Secretary responsible for the Office of Work and Family in the Department of Prime Minister and Cabinet.



Michelle Scott

Michelle Scott has over 30 years' experience leading and influencing government and community organisations to address and reduce contemporary, complex social challenges. She has also been an independent statutory officer, including as WA's first Commissioner for Children and Young People (6 years), and Public Advocate for WA (5 years). Michelle has been a director of Save the Children since November 2019.



CHILD WISE

creating child safe communities

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