



CHILD WISE
creating child safe communities



2018

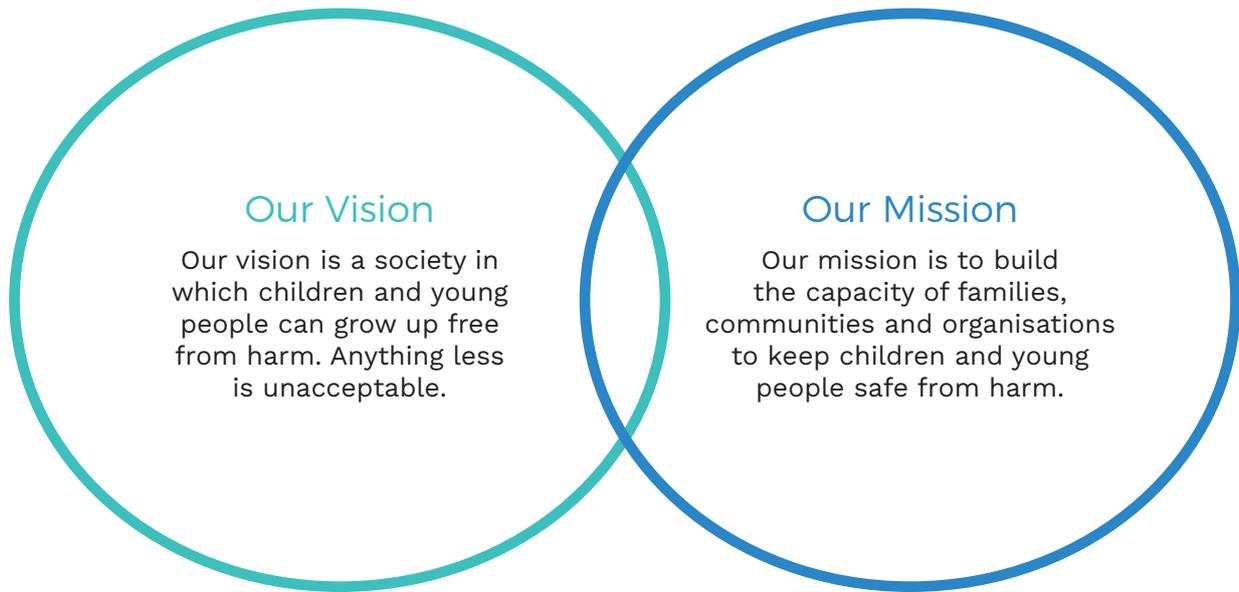
ANNUAL REPORT

CONTENTS PAGE

ABOUT CHILD WISE	3
LETTER FROM OUR EXECUTIVE DIRECTOR	4
2018 BY NUMBERS	5
CHILD WISE SERVICES - NOW AVAILABLE NATIONWIDE	6
CHILD WISE TRAINING PROGRAMS	7
CHILD WISE ACCREDITATION PROGRAM	9
ACCREDITATION CASE STUDY	10
THE ROYAL COMMISSION AND CHILD WISE	11
COMMUNITY OF PRACTICE	12
BOARD MEMBER PROFILES	13
OUR TEAM	14
OUR SUPPORTERS	15
FINANCIALS	16
FINANCIAL RISK MANAGEMENT	17
INCOME STATEMENT AND STATEMENT OF COMPREHENSIVE INCOME	18
STATEMENT OF FINANCIAL POSITION	19

ABOUT CHILD WISE

Child Wise is committed to the safety and wellbeing of all children. We are uncompromising in our purpose to protect children and young people from harm.



Established in 1991, Child Wise has over 25 years of pioneering experience in keeping children and young people safe from harm, specialising in building the capacity of organisations and communities to prevent, recognise and respond to child abuse. In December 2017, Child Wise became a social enterprise of Save the Children Australia, joining forces to achieve a common goal. The partnership was proposed to drive systemic change through working with organisations to develop child safeguarding practices, policies and culture to keep children and young people safe from harm.

LETTER FROM OUR EXECUTIVE DIRECTOR



Dear Child Wise partners, clients and supporters,

The merger with Save the Children Australia marked the beginning of an exciting new chapter for Child Wise that has seen our impact grow on a national scale to protect children and young people from harm. Our flagship training program, Creating Child Safety Champions is now available in major cities across the country, designed to help organisations implement the newly endorsed National Principles for Child Safe Organisations (the Principles). To ensure our Champions feel supported in their goal to create child safe environments, we have launched a Community of Practice that provides ongoing support through a webinar series with child safeguarding experts, Good Practice Guides and tools and templates that will guide an improved child safeguarding response.

The endorsement of the Principles by the Council of Australian Governments means that organisations that work or engage with children in Australia have to ensure they provide a child safe environment. To this end, we have established a strategic alliance with KPMG to assist organisations in making sure they meet the Principles and other relevant state and territory legislation, and most importantly to foster a culture where the safety of children is prioritised.

Child Wise is proud to be a leading voice in the empowerment of children with the development of new and innovative programs, such as Listen Up: Hearing the Voice of the Child and Kids Speak Conferencing, to support the implementation of Principle 2 of the National Principles for Child Safe Organisations: Children and young people are safe, informed and actively participate in the organisation.

The right of children to be safe and to be heard in organisations where they spend time drives us in all that we do, and the Child Wise team continually inspires me with their passion, knowledge, skills and commitment.

Yours Sincerely,

A handwritten signature in black ink that reads "Jane French". The signature is written in a cursive, flowing style.

Jane French
Child Wise Executive Director

2018 BY NUMBERS



Training

250 training sessions delivered

150 organisations trained

7,500 staff and volunteers trained



Consultancy

In 2018 we worked with 32 organisations providing them with support in relation to child safety policies, procedures and culture.



Accreditation

9 organisations hold Child Wise accreditation

6 organisations are working towards accreditation



91% of workshop attendees said that they would recommend this training session to others



96% of workshop attendees said that the training was relevant to their needs



86% of workshop attendees said that they would now be more likely to speak up about child safety



88% of workshop attendees are now more likely to talk to a child about their safety



85% of workshop attendees are now more likely to report concerns about child safety



91% of workshop attendees are now more likely to implement child safe practises in their workplace.

Source: all data from evaluation surveys for the Introduction to Child Safe Practice workshops in 2018.

CHILD WISE SERVICES - NOW AVAILABLE NATIONWIDE

We are proud to be delivering our services nationally and contributing to the safety of children and young people in all states and territories across Australia.

Child Wise Consulting – We conduct a thorough review of culture, policies and practices to help organisations implement a best practice approach to protecting children and young people from harm. We provide guidance at each stage of this process to help build the capacity of organisations to maintain a child safe environment into the future.

Child Safety Training – We equip staff and volunteers with vital knowledge and skills to identify risks to children and strengthen internal child protection and child safeguarding practices.

Child Wise Accreditation – Our accreditation provides a visible and robust signifier that organisations have achieved and maintained best practice standards for protecting children and young people.

Community of Practice (*new*) - We provide ongoing support to Child Safety Officers or anyone with a child safety portfolio via webinars, policy updates and other tools and resources.

Kids Speak Conferencing (*new program*) – We engage with children in the organisations where they spend time to help those organisations ensure that children’s voices are heard about the things that make them feel safe or unsafe.

“Child Wise have been incredibly useful and informative for us: they’ve also been extremely supportive and practical. I really didn’t know where to start with getting our organisation compliant and working in the best possible way with our young people. After working with the fabulous Mandy, I feel so much more confident about what I need to do. They’ve been terrific”

- Charlotte Cassidy
Manager, People, Business and Culture
Australian National Academy of Music

CHILD WISE TRAINING PROGRAMS

In the second half of 2018, Child Wise began delivering public training workshops nationally. Our training programs range in length from 2 hours to 2 days and provide different levels of engagement for participants, from *Speak Up*, which is our introductory training program to *Creating Child Safety Champions*, which empowers participants to promote and lead child safety initiatives in their organisation. We have also introduced 2 new programs: *Introduction to Child Safe Practice* and *Listen Up: Hearing the voice of the child* to assist organisations in implementing the recommendations by the Royal Commission into Institutional Responses to Child Sexual Abuse.

“I would 100% recommend that all workplaces should participate in this training”

– Child Wise training participant

In 2018 we delivered the following training programs:

Speak Up

Speak Up is a 2-hour introductory training program which aims to help staff and volunteers that work with children to identify and recognise signs and indicators of child abuse. The training includes an overview of the legislative context around child safety and mandatory reporting at an introductory level.

Introduction to Child Safe Practice – *new program*

Introduction to Child Safe Practice is a 3-hour program that provides an overview of the national and state child safe standards and principles depending on where the organisation is located. It aims to assist staff and volunteers to understand the legislative context and how the standards apply to their organisation and to their day to day work with children and young people.

Listen Up: Hearing the voice of the child

– *new program*

Listen Up is a 3-hour program that aims to help staff and volunteers empower children and young people to speak up about what makes them feel safe or unsafe in their organisation. This training aims to unpack Principle 2 of the National Principles for Child Safe Organisations: Children and young people are safe, informed and actively participate in the organisation.



Victorian Child Safe Standards

Victorian Child Safe Standards is a 2-hour program that provides an overview and unpacks each of the 7 mandatory standards that must be met by organisations in Victoria where children and young people spend time. Participants will learn how to implement the standards to effectively strengthen child safety in their organisation and keep children safe from abuse.

Creating Child Safe Organisations

The Creating Child Safe Organisations is a 1-day program which unpacks the actions that organisations need to take to ensure they are safe for children and meet their obligations to meet state and federal Government Child Safe Standards and Principles.

Creating Child Safety Champions

Creating Child Safety Champions is a 2-day intensive training program designed to give managers, Child Safety Officers and HR personnel the skills and knowledge to lead a child safeguarding portfolio or reform in their organisation. This comprehensive training program explores the practical application of child safe standards and principles organisation-wide and is recommended for professionals that have a responsibility to lead the implementation of a child safe environment for children and young people.

Leading a Child Safe Organisation

Leading a Child Safe Organisation is a 2-hour training designed for leaders and senior managers to gain an understanding of the legislative and policy requirements of organisations to safeguard children and young people in their care. This program summarises the findings of the Royal Commission into Institutional Responses to Child Sexual Abuse, and the obligations relating to meeting national child safety requirements to ensure that leadership teams understand their obligations and can lead organisational responses and reform.

Personal Safety

Personal Safety is a 4-hour training program that aims to provide teachers or those working with primary school aged children with the knowledge, skills and confidence to teach children practical empowerment and assertiveness techniques to minimise their risk of abuse. The Personal Safety program is delivered as a “train-the-trainer” program and is supported by a comprehensive teaching manual that details each personal safety theme with supporting activities, templates and links to useful resources.

Wise Parent

Wise Parent is a 2-hour program designed to provide parents and carers with the tools to recognise and prevent child abuse, as well as empower them to respond to concerns, incidents and disclosures of abuse. Parents will learn how to communicate with their children about personal safety, empower their children and minimise risks of abuse.



CHILD WISE ACCREDITATION PROGRAM

We offer Child Wise Accreditation to any organisation that works with children and can demonstrate that their policies, processes and culture reflect the requirements of state and national legislation and child safe standards. We provide an end-to-end service to help organisations where children and young people spend time meet the highest state and national child safe standards and demonstrate a best practice approach to child safety.

Previously known as the Child Safe Certification program, the Child Wise Accreditation program has been upgraded based on the introduction of the National Principles for Child Safe Organisations.

The Accreditation process is holistic, robust and methodical in ensuring quality and compliance. It is designed to embed a mindset that keeps children safe from harm in organisations where they spend time, one that is reviewed and maintained into the future. The aim is that at the end of the process, organisations will become accredited by a panel of experts in the field and become recognised as a Child Wise Accredited Organisation.

Why become Child Wise accredited?

Child Wise is a sector leader, and as such, our Accreditation serves as credible, visible evidence of an organisation's commitment to child safety. It will reassure stakeholders, including children, young people, parents and carers, that an organisation prioritises child safety and has invited external scrutiny to ensure a child safe culture exists.

Child Wise Accredited Organisations in 2018





ACCREDITATION CASE STUDY

West Gippsland Healthcare Group (WGHG) is the first healthcare service in Australia to receive Child Wise accreditation.

WGHG provides a range of healthcare services including acute medical and surgical, obstetric, emergency, paediatrics, community and aged care services, primarily in the Shire of Baw Baw, approximately 100 kms east of Melbourne. They operate from several sites and provide services to over 40,000 people.

Over the past 18 months, WGHG has worked with Child Wise on embedding a child safe culture and applying a child safety lens across their services to ensure they meet child safety requirements and legislation, and to ensure the safety of children and young people in their care.

WGHG was committed to understanding their strengths and areas for improvement. They demonstrated strong commitment from their leadership and staff on embracing significant operational, and most importantly cultural changes.

WGHG introduced new policies and processes, increased security, provided staff training in child protection and increased their engagement with children and young people to hear their experiences of health care; ensuring they were not only legislatively compliant, but thought through and tailored to the needs of the community.

WGHG is committed to continuous improvement and will undertake a rigorous annual self-assessment to demonstrate how it continues to strengthen its approach to child safety over the duration of the accreditation period of 3 years.

WGHG Chief Executive Officer, Dan Weeks, said it was pleasing to be the first healthcare service in Australia to achieve this accreditation from Child Wise.



**WEST GIPPSLAND
HEALTHCARE GROUP**

Caring for our Community

THE ROYAL COMMISSION AND CHILD WISE

On 12 November 2012 the then Prime Minister, Julia Gillard, announced that she would recommend to the Governor-General that a Royal Commission be appointed to inquire into institutional responses to child abuse. This was a response to repeated allegations of the sexual abuse of children within Australian organisations.

At the end of the 5-year enquiry, the Commissioners had listened to the personal stories of over 8,000 survivors, read over 1,000 written accounts and reviewed allegations of child sexual abuse in more than 4,000 institutions.

The Royal Commission into Institutional Responses to Child Sexual Abuse (Royal Commission) found that “the sexual abuse of children has occurred in almost every type of institution where children reside or attend for educational, recreational, sporting, religious or cultural activities” (Royal Commission Final Report 2017).

Some common findings that contributed to this include:

- Poor practices
- Inadequate governance structures
- Failures to record and report complaints, or understating the seriousness of complaints
- A culture where the best interests of children were not a priority

As a result of these findings, the Royal Commission recommended the introduction of 10 Child Safe Standards as a national benchmark for child safety.

On February 19, 2019 the Council of Australian Governments (COAG) endorsed 10 National Principles for Child Safe Organisations based on this recommendation.

Child Wise pioneered the use of a Child Safety Standards model within organisations where children and young people spend time in Australia and has advocated strongly for a holistic approach to child safety.

Child Wise made a submission to the Royal Commission’s consultation on ‘Best Practice Principles in Responding to Complaints of Child Sexual Abuse in Institutional Contexts’. Our submission addresses some key questions on best practice principles, the oversight of complaints handling and reportable conduct schemes, and advice and support to institutions based on more than two decades of our experience in helping to build child safe organisations and communities.

The Child Wise Redress Helpline 1800 99 10 99 was established to provide information, referrals for ongoing support, or information and guidance about engaging with the National Redress Scheme.

COMMUNITY OF PRACTICE

The latter part of 2018 was spent developing a Child Safety Community of Practice that was launched in March 2019. The Community of Practice was designed to provide accessible information and support for Child Safety Officers or anyone whose role includes a focus on child safety within their organisation, anywhere in Australia. The Community of Practice aims to expand our impact in protecting children and young people, particularly in rural and regional areas, by providing national and state-by-state policy updates, practical guides on the implementation of policy and legislation accompanied by tools and templates, as well as limited access to Child Wise advisors for queries. We will also create networking opportunities for our members to facilitate sharing of ideas and contribute to creating child safe communities.

The centrepiece of the Community of Practice is the webinar series featuring high profile experts in child safeguarding. The first webinar was delivered by Commissioner Robert Fitzgerald AM who impressed with his deep knowledge of institutional child safety, as he addressed some of the challenges that organisations face in implementing the new National Principles for Child Safe Organisations.

“That was such a high calibre and knowledgeable presenter. Great content, examples and practical ways to embed a child safety approach in our organisation.”

– webinar participant

For more information and Community of Practice enquiries, please email communityofpractice@childwise.org.au



BOARD MEMBER PROFILES

The Board of Child Wise consists of Peter Hodgson, Michelle Somerville and Paul Ronalds in their capacities as directors and Chief Executive Officer respectively of Save the Children Australia.



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 with the Save the Children 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.

OUR TEAM

Staff

Our team of passionate professionals come from a range of backgrounds and bring expertise in many fields surrounding the protection of children. This expertise spans disciplines including social work, marketing, event planning, psychology, education and most significantly, child protection.



Volunteers

A big thank you to our volunteers who have contributed their time and skills to assisting and supporting the work of Child Wise.

“Overall, I enjoyed my time especially with the fun experience of being around other colleagues, doing a variety of tasks that interest me and being committed to volunteer. This experience not only built my skills in new areas, but it also challenged me to learn and figure out ways of improving my performance in specific tasks.”

– Ploy Cananzi, Child Wise admin volunteer

“Through volunteering at Child Wise, I have been lucky enough to get to know the most wonderful and inspiring group of people. They instantly made me feel a part of the team and valued. From this, I learnt how important they are and how necessary their training and consultancy are to ensuring the wellbeing and safety of children. It has been an amazing experience from all fronts that has had me participate behind the scenes and in trainings”.

– Madelaine Stroot, Child Wise admin intern

OUR SUPPORTERS

Child Wise is grateful for the incredible generosity of our Corporate, Not-for-profit, Government, Trust and Foundation Partners, as well as our individual donors that support the work that we do to protect children and young people from harm.



Australian Government
Department of Social Services



FINANCIALS

Child Wise financial statements for the year end 31 Dec 2018 were approved and authorised for issue by the Board on 27 March 2019.

In 2018, Child Wise experienced significant revenue growth, securing \$1.1M in revenue compared with \$1.2M secured in the 18 month period up to Dec 2017. On a 12 month basis, this reflects a 41% revenue growth. This largely resulted from the merger with Save the Children, consolidation of our consulting and accreditation business in line with best practice and recommendations from the Royal Commission into Institutional Responses to Child Sexual Abuse, as well as successfully expanding our training programs across Victoria.

The net result was a positive \$125k surplus which is an improvement against the previous year. Although the company's current liabilities exceed the current assets by \$32,000, Save the Children (Company's sole member) is committed to supporting Child Wise to ensure that it maintains liquidity levels and is able to meet its obligations as and when they fall due.

FINANCIAL RISK MANAGEMENT

No other matter or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the result of those operations, or the state of affairs of the Company in the subsequent financial year.

The Company's activities expose it to a variety of financial risks: interest rate risk, credit risk and liquidity risk.

The Company's overall risk management strategy & framework recognises the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance and future financial security of the Company.

The Company's principal financial instruments comprise of cash and short-term deposits, receivables and payables.

The Company holds the following financial instruments:

Assets	For the year ended 31 December 2018 \$'000	For the 18-month period ended 31 December 2017 \$'000
FINANCIAL ASSETS		
Cash and cash equivalents	370	106
Trade and other receivables	125	36
Other current assets	-	6
TOTAL FINANCIAL ASSETS	495	148

FINANCIAL ASSETS		
Trade and other payables	406	127
Deferred income	121	100
TOTAL FINANCIAL LIABILITIES	527	227

(a) Interest rate risk

The Company has no significant concentrations of interest rate risk.

(b) Credit risk

The Company has no significant concentrations of credit risk.

(c) Liquidity risk

Liquidity risk arises from the financial liabilities of the Company and its ability to meet its obligations to repay these liabilities as and when they fall due. The Company manages this liquidity risk by monitoring total cash inflows and outflows expected on a monthly basis and maintaining sufficient cash and liquid investments to meet its operating requirements.

INCOME STATEMENT AND STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2018

	For the year ended 31 December 2018	For the 18-month period ended 31 December 2017
	\$'000	\$'000
REVENUE		
Training	412	345
Grant Income	273	384
Consulting	134	330
Donations and Gifts	304	112
Other income	9	30
TOTAL REVENUE	1,132	1,201

EXPENDITURE		
Consulting expenses	202	228
Training expenses	212	251
Program related expenses	192	110
Administration expenses	310	515
Travel expenses	19	32
Printing and Publications expenses	-	56
Rent and Outgoing expenses	42	76
Other expenses	30	71
TOTAL EXPENDITURE	1,007	1,339
Net surplus / (deficit)	125	(138)

OTHER COMPREHENSIVE INCOME FOR THE PERIOD		
Exchange difference on translation of foreign operations	-	-
TOTAL COMPREHENSIVE INCOME / (LOSS) FOR THE PERIOD	125	(138)

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2018

Assets	For the year ended 31 December 2018 \$'000	For the 18-month period ended 31 December 2017 \$'000
CURRENT ASSETS		
Cash and cash equivalents	370	106
Trade and other receivables	34	36
Inventories	-	5
Other current assets	91	6
TOTAL CURRENT ASSETS	495	153

NON-CURRENT ASSETS		
Property, plant and equipment	12	-
Total non-current assets	12	-
TOTAL ASSETS	507	153

LIABILITIES		
Trade and other payables	418	191
Deferred income	121	100
Provisions	-	19
TOTAL CURRENT LIABILITIES	539	310
TOTAL LIABILITIES	539	310
NET ASSETS	(32)	(157)

EQUITY		
Accumulated losses	(32)	(157)
TOTAL EQUITY	(32)	(157)



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#bechildwise