

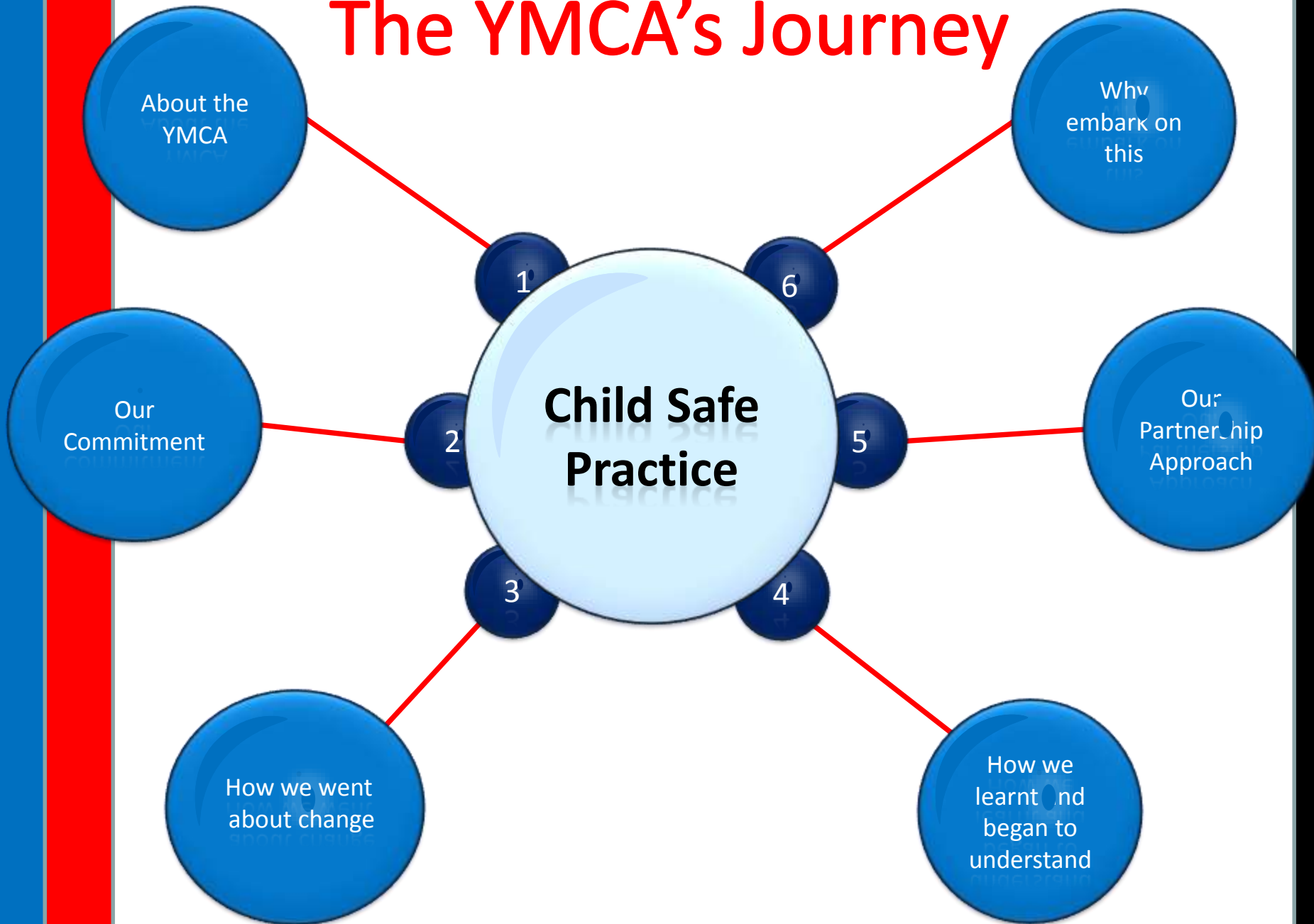
A partnership approach to developing Child Safe Organisations ACF & YMCA



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The YMCA's Journey



About the YMCA

The YMCA is a national and international organisation



Is mission driven and morally committed to children and families

YMCA

Has a turnover of \$350M per annum

Dedicated to the rights of a child and building resilience

Over 28 M people entered one of our 713 sites in 12/13



Over 7 M children and young people visited the YMCA in 12/13

Our commitment

The YMCA strives for an inclusive society where everyone has the opportunity to reach their potential



The YMCA is very aware that child abuse is a reality of our society and we must work towards eliminating the risk this creates
Its brave to be involved



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This is Cultural and Process Change

The YMCA considers any form of child/young person abuse as intolerable, abhorrent and must never be ignored.

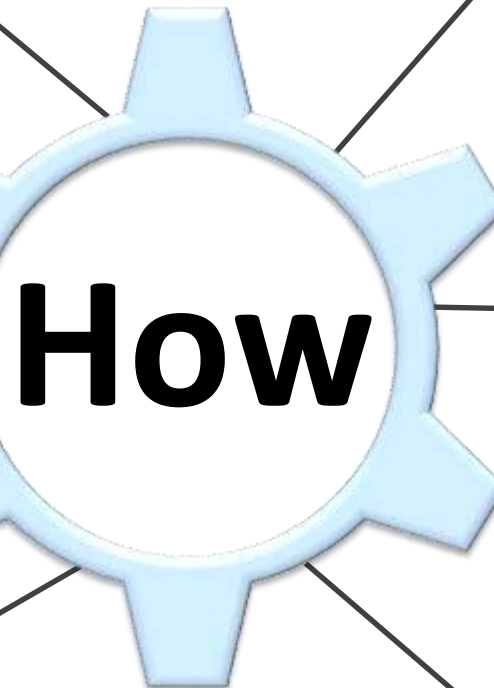
Inclusive of CEO, Board, staff & Volunteers. Everyone is expected to do all they can to ensure a child or young person is safe from harm

Our Realisation

We required expert help and support

We changed the way we did things

We had to implement standards and an education process



We invested in the required support with the ACF. This investment covered

- expertise in child protective practice,
- critical incident support and
- policy and procedure development support
- An accreditation and audit program

Every YMCA branch had a stated commitment to child protection but policies and standards varied greatly

Understanding of staff and board members varied
People felt uncomfortable talking about child protection issues

Designed a suite of YMCA standards that support the requirements of the Safeguarding Children program
Encouraged a whole of organisation approach to protecting children and young people

Identified key strategies for building a safer organisation
Built knowledge about abuse and how to respond to incidents, disclosures and allegations

Why are children not protected in organisations?

*Those who may abuse children... “focus on children only after **the adults responsible for those children** have signalled an unwillingness to monitor boundary violations, thereby having communicated that subtle cues of misconduct will be overlooked, ignored, or tolerated...”*

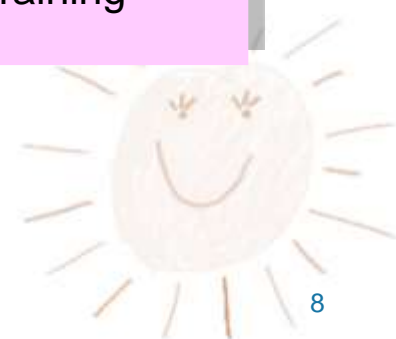
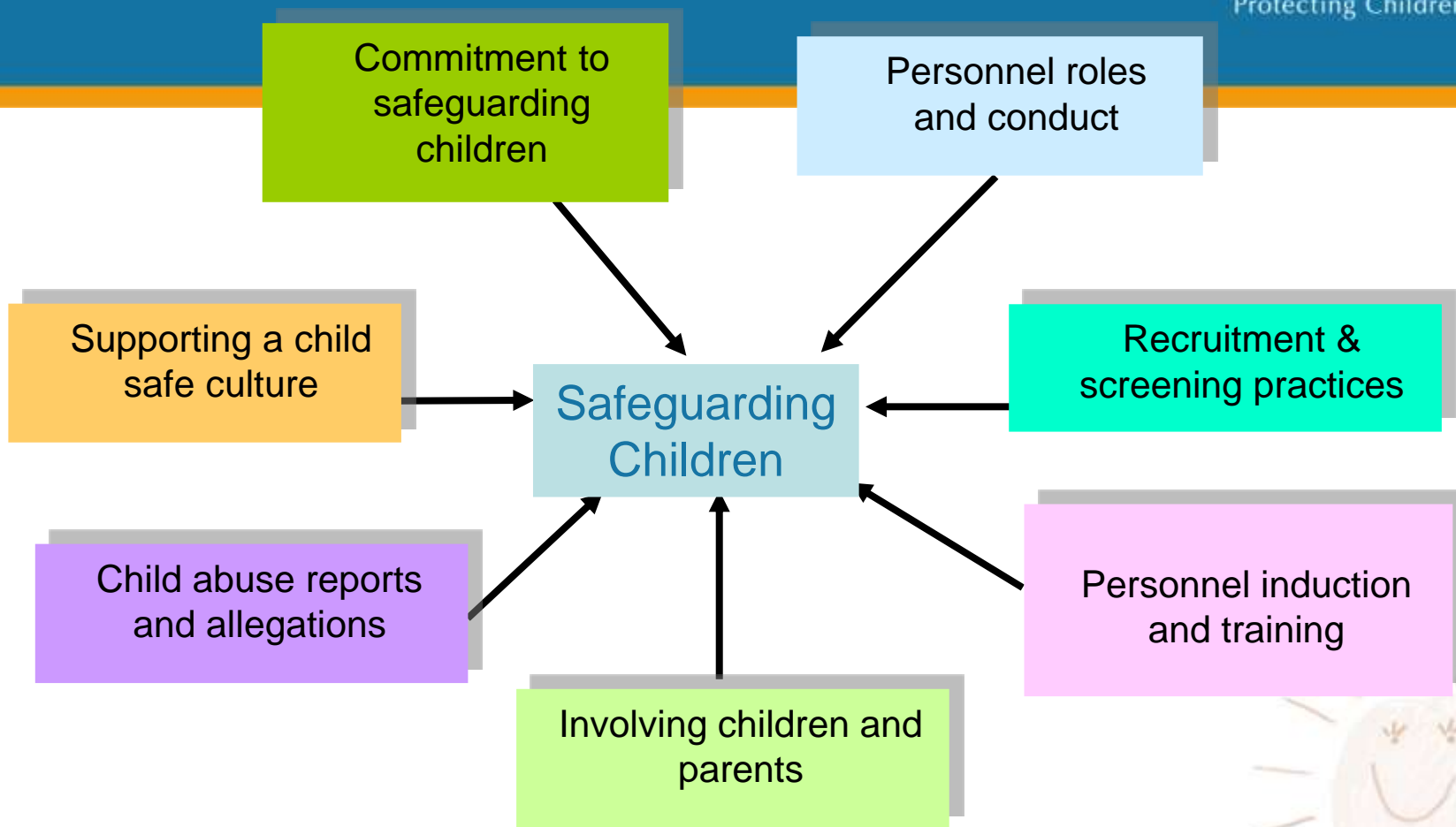
- (Source: van Dam, 2001 cited by van Dam, 2006, p.3)



Why are children not protected in organisations?

- Lack of awareness
- Lack of knowledge
- Lack of confidence
- Lack of processes and support





What does the Safeguarding Children Program offer organisations?

- Promote a safeguarding culture and agency
- Safety not only for children but also for staff and the organisation
- National best practice
- Recognised accreditation following an independent audit
- Peace of mind, legally defensible



Your Organisation

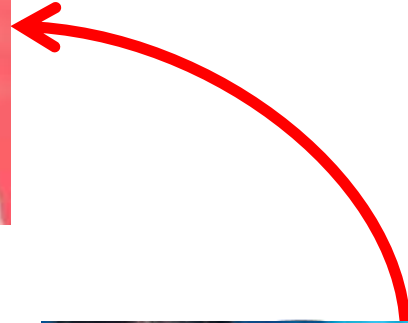
Workshop topics

1. How does your organisation show its commitment to keeping children safe
2. How does it embed this into all it does
3. Who is expected to act in accordance with this commitment/policy
4. How do you ensure children are safe in your organisation

The Future

For the YMCA

- Greater investment
- The YMCA is looking to incorporate a new set of standards- higher, stricter, greater ownership by the local Association
- Strategic oversight of Child protection with support of the ACF's relationship with the National Board
- Spot audit program between accreditation visits
- Joint commitment to work together to grow and develop each organisation in the area safeguarding children



**Why
embark
on this?**

