



CHILD PROTECTION POLICY

1. Purpose and Objective

We are Harvest Hope Africa Ltd ("us", "we", "our").

The purpose of this policy is to identify applicable risks and to enable risk management procedures to be satisfactorily identified, organised and maintained.

Harvest Hope Africa will endeavor to minimise the risk any particular operation poses to our organisation, our staff, our volunteers, our clients, or the general public.

2. Scope

This policy applies to all staff and volunteers of Harvest Hope Africa.

3. Definitions

"Risk" is the probability that an occasion will arise that presents a danger to our organisation, our staff, our volunteers, our clients, or the general public. It includes, but is not limited to,

- Physical hazards
- Financial hazards
- Reputational hazards
- Legal hazards

4. Risk Management

Harvest Hope Africa has a duty to provide a safe workplace for its staff and volunteers, a safe environment for its clients, and a reliable development path for the organisation. Harvest Hope Africa will put procedures in place that will as far as possible ensure that risks are minimised and their consequences averted.

5. Procedures

It is the responsibility of the Board, with the assistance of the CEO and the Risk Management Officer, to carry out risk management analyses of the organisation, and to take appropriate measures.

It is the responsibility of the CEO to ensure that:

- a Risk Management Officer for the organisation is nominated;
- effective risk management procedures are in place, applicable to all relevant areas;
- risk management procedures are reviewed regularly;
- recommendations arising out of the risk management process are evaluated and, if necessary, implemented; and
- employees and volunteers are aware of all applicable risks and familiar with the organisation's risk management procedures.

It is the responsibility of the Risk Management Officer to ensure that:

- risk management analyses are carried out for all relevant sectors of Harvest Hope Africa;
- risk management checklists are prepared for each relevant section;
- risk management checklists are reviewed regularly by relevant staff with the assistance of the Risk Management Officer to ensure that no risks have been overlooked or have ceased to be relevant;
- each risk management checklist is reviewed by every section to which it is applicable at least once a year to ensure that procedures are in place to avert the risk or, if that is not possible, to mitigate its impact; and
- copies of up-to-date risk management checklists are kept in a central Risk Management Register.

It is the responsibility of all employees and volunteers to ensure that:

- they are familiar with the organisation's risk management procedures applicable to their section;
- they observe those risk management procedures; and
- they inform their supervisor if they become aware of any risk not covered by existing procedures.

5.1 Managing Risk

The Risk Management Officer shall nominate appropriate officers in each section of the organisation to carry out risk assessment exercises; this should involve:

- identifying the risks attached to every element of their operation and the likelihood of that risk eventuating;

- identifying practices to avert those risks;
- identifying practices to mitigate the effects of those risks; and
- recording those risks, those precautions and those remedies in the form of deliverable checklists.

The Risk Management Officer shall participate in each section's risk management exercise to ensure consistency of approach.

5.2 Risk Management Checklists

The Risk Management Officer will ensure that

- each section of Harvest Hope Africa has available to it all relevant risk management checklists;
- each risk management checklist is reviewed by Harvest Hope Africa at least once a year to ensure that no risks have been overlooked;
- each risk management checklist is reviewed by every section to which it is applicable at least once a year to ensure that procedures are in place to avert the risk or, if that is not possible, to mitigate its impact; and
- a current copy of each risk management checklist is held centrally in the organisation's Risk Management Register.

6. Action required

All employees and volunteers must adhere to this policy.

7. Compliance with this policy

If the board has a reason to believe that a person subject to the policy has failed to comply with it, it will investigate the circumstances.

Contacts

For questions about this policy, contact the board or the Secretary office@harvesthopeafrica.org.au

This policy was last updated June 2022.

Related Documents

Work Health and Safety Policy

First Aid Policy