

Activity 6: Strategic Planning for a Child-Safe Organisation

CREATING THE VISION

The purpose of this activity is to help people mentally create a vision of their organisation as child-friendly and child-safe, to imagine what it looks like, sounds like, and feels like.

Ask participants to close their eyes and to imagine what they see children/staff doing, what they hear people (staff, children, young people, volunteers, others, community) saying in the organisation, outside the organisation, about the organisation. How do they feel working in the organisation? How do the children and young people feel in the organisation? You might like to get them to represent their visions either collectively or individually on paper. Encourage people to talk about what they have drawn or described.

MAKING IT REAL

Achieving this vision is the goal of your organisation and its risk management strategy. Use the strategic planning table to work through the four stages from raising awareness to getting results. Remember, some people will already be aware and skilled, and can move straight into 'behaviours'-improving systems, developing policy, reviewing documentation, monitoring results.

- Consider who needs to be aware of what, and how you can raise their awareness eg. through newsletters, meetings, guest speakers, stories and scenarios
- Who needs information and training? What do staff, parents and young people need to learn in order to recognise possible abuse and to act appropriately, for example?
- What behaviours need to be put in place, eg. development of policy for internet use, written procedures for handling disclosures, policy for selection and management of volunteers, risk management plans for special events.
- How will you know your organisation is achieving the vision of being child-friendly and child-safe? What might be indicators of progress, who will monitor and review your child protection and risk management measures? How will you get feedback from children and young people, from parents and caregivers, from volunteers and paid staff? How will you share your successes? How will you make sure your risk management strategy keeps up with changes and continues to protect children from harm and promote their wellbeing?

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What will your child-safe organisation look like, sound like, feel like? What assurances can you give to parents/carers and their children?

How will you work with the people involved with your organisation so that, ultimately, they share ownership for realising this vision? Stages might involve:

- Raising awareness of responsibilities, issues and strategies
- Developing the necessary skills and knowledge to promote children’s wellbeing and protect them
- Putting in place child-safe systems and practices
- Getting results, e.g., identification and reporting of harm, improvements in children’s development.

Level	What (examples)	Who	How
Awareness	<ul style="list-style-type: none"> • Child abuse • Roles of child protection agencies • • 		
Learnings	<ul style="list-style-type: none"> • Risk management processes • How to follow and document procedures • • 		
Behaviours	<ul style="list-style-type: none"> • Vigilant supervision • Brainstorming after ‘near misses’ • • 		
Results	<ul style="list-style-type: none"> • Reduction of critical incidents • Shared ownership of risk management • • 		