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Thursday, 2 April 2020

Dear Accountable Now Secretariat

Re: Response to the Independent Review Panel Feedback

Thank you for the feedback from the Independent Review Panel on our Accountability Report 2018-19, and for the opportunity to discuss this feedback in greater detail with the Accountable Now Secretariat. ChildFund Australia welcomes the views and insights shared by the Panel and Secretariat. The reporting process has been invaluable for ChildFund Australia, as an opportunity for internal reflection and to receive independent, expert advice on strengthening our accountability processes.

We appreciate your positive comments and are pleased that the Independent Review Panel felt the report indicated a strong commitment to accountability and learning.

We look forward to addressing the majority of the Panel's comments and feedback in our next report. In the meantime, however, several of the documents and policies requested are linked below. I hope these are informative.

- (C3) [Disability Inclusion Policy](#)
- (H3) [Safety and Security Policy](#)
- (H3) [Staff Code of Conduct](#)
- (H3) [Workplace Discrimination, Bullying and Harassment Policy](#)
- (H3) [Organisational Values \(p.3\)](#)

Regarding the areas for improvement highlighted by the Independent Panel, ChildFund Australia was pleased to note strong alignment with areas identified internally for improvement. Some brief comments on our ongoing actions are included below.

Stakeholder Identification: as part of the development of ChildFund Australia next strategic plan, there has been significant discussion around and review of who projects are currently targeting and how this is being done. This has involved an externally facilitated process and an intersectionality lens has been applied to help identify those with the greatest vulnerabilities and those most likely to be marginalised. ChildFund Australia looks forward to sharing our new Strategic Plan and updating progress around improving stakeholder identification as part of the next Accountability report.

Environmental Sustainability: ChildFund Australia's *Environmental Policy (Australian Operations)* outlines the organisation's commitment to reducing the environmental footprint of the Australian office. The *Environmental Policy (Australian Operations)* has been in place since 2012 and is currently under review. The updated policy will strengthen ChildFund Australia's commitments. This policy complements the organisation's *Environment Policy* which relates to mitigating negative environmental impacts of ChildFund Australia projects. ChildFund Australia's Environmental Committee, "The Green Team", is composed of staff from across the Sydney office. Since being established in 2016, the group has contributed to the implementation of the policy through initiatives to reduce our carbon footprint, minimise waste and promote good environmental care practices. Efforts to strengthen environmental sustainability are ongoing and will be a focus for the organisation.



Evidence underpinning advocacy work: ChildFund Australia has identified a need to strengthen our advocacy work including the development of an advocacy strategy, in line with the feedback from the Panel. ChildFund Australia will prioritise strengthening our advocacy work throughout 2020, to ensure a rigorous and evidence-based approach.

I look forward to providing a more substantial update on progress in our next Accountability report and our continued partnership with Accountable Now.

Regards,



Margaret Sheehan

Chief Executive Officer
ChildFund Australia

