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Opening Statement from our CEO

I am proud to present ChildFund Australia's 2023-24 Accountability Report. At ChildFund Australia, accountability is fundamental to achieving our mission of creating community and systems change through partnership which enable vulnerable children and young people, in all their diversity, to assert and realise their rights. This report demonstrates our commitment to transparent and responsible stewardship of resources as we strive to build a world where all children and young people can say: "I am safe. I am educated. I contribute. I have a future."

Our accountability efforts have centred on three key areas: continuing to embed locally led development, strengthening partner capacity and implementing our updated Code of Conduct. We are proud of the progress made this year, particularly the successful implementation of our Partner Capacity Strengthening Project and the positive outcomes achieved through initiatives such as the Swipe Safe online safety app. However, we also acknowledge the ongoing challenges, including navigating complex socio-political environments and ensuring consistent program quality across all our projects.

After fourteen years of dedicated service to children and communities in Laos, we acknowledge the difficult decision we have made to close out the ChildFund Laos Country Office. Whilst ChildFund will continue to program in Laos, this will no longer be done through a Country Office structure, and we express our sincere gratitude to the wonderful team who have contributed so much.

Crucially, the next reporting period will see the culmination of our current Strategic Plan and the development of a new plan. This process will be conducted in close consultation with our stakeholders, ensuring that our strategic direction remains aligned with the evolving needs of children and communities and embeds accountability at its core.

Sincerely,

Margaret Sheehan



Core Questions

1. What have been your most significant achievements and impacts this year and how has this been validated with your stakeholders?

Programs for Targeted Impact

In 2023-24 ChildFund Australia projects directly reached 864,829 individuals during the year through 79 active projects. This included:

- 568,990 children (66%)
- 467,237 women and girls (54%)
- 347,593 people from ethnic minority groups (40%)
- 13,205 people with a disability (2%).

Independent evaluations of ChildFund Australia's programs have shown positive results, alongside key learnings, demonstrating the impact of our interventions. The mid-term review of the IMPACT Rights, Respect, Resilience project in Papua New Guinea, included consultation with stakeholders at the community level, and highlighted the project's alignment with local needs and its significant contributions to positive youth behaviour change and community engagement. Similarly, the evaluation of the Ready for Life project in Laos, engaged caregivers, project participants and Provincial Education and Sports Services representatives. The evaluation indicated that efforts to raise awareness around gender equality and children's education rights, along with support provided to teachers, had improved the retention rate of secondary school students. In Cambodia, evaluations of education projects in Battambang underscored the impact of approaches focused on strengthening school management and education systems. In Papua New Guinea, the Partnerships for Improving Education project delivered school leadership and management training to head teachers and school boards. Responses from the training evaluation informed changes to the delivery and the content of future training sessions.

Locally Led Development and Partnerships

ChildFund continued to prioritise locally led development by strengthening partnerships and empowering local organisations. A significant achievement has been the successful implementation of the Partner Capacity Strengthening Project, a multi-year initiative focused on building the capacity of local partners in areas critical to achieving program sustainability and impact. The end-of-project evaluation highlighted its effectiveness in strengthening partner capacity in areas such as gender equality, disability and social inclusion (GEDSI), monitoring, evaluation and learning (MEL), safeguarding and grant management. Critically, the evaluation noted the project's success in promoting locally led development principles by fostering co-design of activities, flexible implementation approaches, and ongoing learning and reflection between ChildFund Australia and its partners. The evaluation informed the design of Phase 2 of the project, demonstrating our responsiveness to feedback and commitment to continuous improvement.

Throughout the reporting period, ChildFund Australia has made a concerted effort to deepening collaboration with partners, moving beyond transactional relationships, towards more equitable and mutually accountable partnerships. Partners were actively involved in the development and testing of revised partnership tools, such as the Due Diligence and Organisational Capacity Assessment, ensuring these tools are relevant and user-friendly. This collaborative approach has been acknowledged by partners, who have expressed appreciation for the opportunity to participate in shaping ChildFund Australia's partnership practices.

Flagship Programs to Expand Impact

ChildFund Australia has demonstrated innovation through the development and implementation of the Swipe Safe App, a digital tool aimed at preventing online child sexual exploitation and abuse.

The app has been piloted in several countries, including the Solomon Islands, where an evaluation by Western Sydney University found that young people rated the app highly for usability, engagement, and learning effectiveness.

The success of Swipe Safe has garnered significant attention, with ChildFund Australia presenting on the program at various conferences and webinars, including Safer Internet Day events and ChildFund Alliance gatherings.

This has led to promising leads for licensing the app to other organisations and expanding its reach to a wider audience, with negotiations underway with ChildFund Alliance partners for implementation in four additional countries.

Other significant achievements include:

- Vietnam schools adopted the Swipe Safe curriculum as part of their digital literacy program.
- UNICEF provided funding for the first year of Swipe Safe in Fiji.
- The Swipe Safe app pilot evaluation in the Solomon Islands and Australia showed positive results in both a high and low digital literacy context. The app rated highly with young people for usability, engagement and learning effectiveness. Young people recognised the Swipe Safe app as an informative and valuable resource.

Policy and Advocacy

ChildFund Australia uses advocacy as a tool to influence systemic change for children and their communities. Our advocacy aligns with our mission and programs, spanning from online safety to child poverty to children in crisis.

ChildFund Australia hosted a parliamentary event at Parliament House in Canberra with the Attorney-General, The Hon Mark Dreyfus, the eSafety Commissioner Julie Inman Grant and the Ambassador for Cyber Affairs and Critical Technology Brendan Dowling in July 2024 to amplify the impact of our Swipe Safe program and shape policy solutions.

Through our advocacy on online safety reform, ChildFund Australia made significant contributions to:

- Improving the Online Safety Codes – the enforceable guidelines for how digital platforms have to address harmful online content
- Securing a commitment from the Australia Government to a Children's Privacy Code – enforceable rules about what information and data companies can collect about children and how it's used
- Advocating for a Digital Duty of Care – improving the Online Safety Act so that digital platforms have to not only assess risk to children but do something about it – with ability to see if they actually did anything about the risk, and impactful consequences if they don't.

2. How have your organisation's accountability processes been impacted by significant internal or external changes over the reporting period?

Shift to Locally Led Development

A key organisational shift was the increased emphasis on locally led development, as outlined in our Strategic Plan 2022-25. This is reflected in numerous initiatives aimed at strengthening partnerships and empowering local organisations to take the lead in program design and implementation. This shift necessitated adjustments in accountability processes to ensure effective collaboration and shared responsibility with partners.

Further to the comprehensive review of its partnership engagement approach and systems previously completed, this reporting period saw the revision of tools such as the Due Diligence and Organisational Capacity Assessment. These tools were designed to assess partner capacity and ensure alignment with ChildFund Australia's values, including safeguarding and locally led development principles.

Child Safeguarding

ChildFund Australia's ongoing efforts to strengthen child safeguarding practice included a comprehensive external review of its policy and procedures, completed in 2023. This heightened focus on safeguarding led to changes in accountability processes related to risk management, incident reporting, and staff and partner training. ChildFund Australia joined the Keeping Children Safe global network, signifying a commitment to international best practice.

Code of Conduct

ChildFund revised and merged our Code of Conduct and Child Safeguarding Code of Conduct in 2024. Our revised Code of Conduct reflects a more streamlined approach and includes commitments to child safeguarding, racial justice and an acknowledgement of our position of power. All staff receiving training on the updated Codes of Conduct and were required to sign the updated Code of Conduct.

Closure of Laos Office

A difficult decision to close the Laos Country Office was made in FY2023-24, with the planned closure date at the end of December 2024.

After thirteen years of investment and dedicated work in Laos, this decision was made due to several factors. Securing ongoing funding from Australian supporters, institutional donors, and corporates has become increasingly challenging and operational costs in Laos have risen significantly, increasing by 40% since COVID-19, with limited opportunities to recoup these costs. This has led to operating deficits and reduced funds available for community programs. Finally, operational challenges in program delivery have arisen, primarily due to a limited pool of local civil society partners, necessitating significant direct implementation. This hinders our ambition to shift towards a more partner-led approach.

In essence, ChildFund is facing increasing demands on its resources. While we remain committed to supporting children and young people in Laos, the Country Office model will no longer be sustainable beyond December 2024. We will continue to explore alternative ways to provide support, but the specific modalities are still under consideration.

Socio-Political Events

Project implementation in various countries was impacted by socio-political events. For instance, national elections in Timor-Leste and civil unrest in Papua New Guinea led to delays and challenges in project implementation. This required adaptability in accountability processes to manage risks and ensure program continuity.

The political instability in Papua New Guinea, particularly the events surrounding "Black Wednesday" in early 2024, had an impact on the implementation of projects. A significant rise in the cost of goods and services in Port Moresby, coupled with significant safety and security risks, created an environment of uncertainty that severely disrupted normal operations.

In Myanmar, the ongoing political and security crisis has presented significant challenges to project implementation. The volatile situation has necessitated increased vigilance and adaptive strategies to ensure the safety of staff and the continuity of operations. Navigating the complex political landscape and engaging with various stakeholders, including local authorities, has been essential in mitigating risks and maintaining project momentum. In addition to political instability, flooding has further compounded the challenges faced in Myanmar. These events have disrupted infrastructure, displaced communities, and hindered access to project sites.

3. How has your organisation learned from reported incidents, complaints and grievances received in the past year? (These may include safeguarding, fraud, corruption, whistleblowing, integrity violations, etc.)

In the past year, our organisation has actively sought to learn from reported incidents, complaints, and grievances. Following incidents in Papua New Guinea, we have conducted comprehensive reviews of our safety plans and implemented additional training for staff. We have also relocated our office in Papua New Guinea to a safer location, prioritising the wellbeing of our staff.

Following employee grievances and complaints, we have recognised the importance of meticulous handling of complicated employee terminations. We will seek additional internal and external legal advice in the future to ensure we follow correct and fair processes and minimise the risk of a claim of unlawful termination.

Following a report of a *Community Child Protection* incident we immediately initiated a thorough investigation and response. We adhered to our rigorous child safeguarding protocols, collaborating with local authorities and partner organisations to ensure the safety and well-being of the affected children. We have taken proactive steps to address the underlying issues. These include strengthening our teacher training programs, advocating for improved government oversight of child protection policies, and fostering stronger partnerships with local authorities to enhance child safeguarding practices.

These learnings have been incorporated into our ongoing commitment to regularly reviewing and updating our policies and procedures.

Table 1 Summary of Incidents (FY23-24)

Category	Total
Child Safeguarding	2
Community Child Protection	2
WHS	5
PSEAH	0
Employee Grievance/Complaints	7
[Suspected] Fraud/Bribery	3
Others	0
Total	19

4. Internally, how has your organisation practised a more dynamic approach to accountability?

ChildFund was proud to finalise our [Reconciliation Action Plan](#) (September 2023 to September 2024) in the reporting period. The Reconciliation Action Plan is designed to enable ChildFund Australia to sustainably and strategically take meaningful action to advance reconciliation. The Plan was completed by an internal working group, in consultation with Reconciliation Australia and was shared with staff at an *All Staff Meeting* in December 2023.

A working group is responsible for coordinating the development, implementation and reporting of ChildFund Australia's Reconciliation Action Plan (RAP) and for ensuring participatory engagement of Sydney Office staff in RAP development, implementation and reporting.

The Diversity, Equity, and Inclusion (DEI) Committee has been actively implementing the DEI Plan, with a strong emphasis on anti-racism training. Sydney Office staff have participated in three training sessions: Racism 101, Deconstructing Whiteness, and Anti-Racism in Development and Humanitarian Aid. The latter, led by internal staff, delved deeper into the historical context of anti-racism and decolonisation in international development, explored the link between anti-racism and locally led development, and clarified key concepts from previous training sessions. These initiatives reflect the organisation's commitment to racial justice, both internally and in our communications and programming.

5. How has your organisation worked towards being dynamically accountable to your external stakeholders (i.e. partners, communities, programme participants, etc)?

Partners

The organisation's commitment to locally led development has necessitated a shift in power dynamics, placing greater emphasis on collaboration, transparency, and mutual accountability with local partners and communities.

Increasingly, ChildFund seeks to actively involve partners in the design and implementation of projects, and wherever possible and appropriate, we support partners to lead project design and implementation. ChildFund actively invests in strengthening partner capacity through training, mentoring, and resource-sharing. By equipping partners with the necessary skills and resources, the organisation aims to enhance their ability to effectively manage projects, deliver quality programs, and achieve sustainable outcomes. In Cambodia, partners led the design of two Phase 3 projects and ChildFund collaborated with them to enhance management and fundraising skills. The mid-term

review of the Inspiring Youth Changemakers project in Timor-Leste led to the development of a local CSO scorecard, co-created with partners, to provide targeted support to grassroots organisations.

ChildFund continues to facilitate opportunities for joint learning and reflection with partners. For example, a GEDSI reflection session with partners in Timor-Leste allowed for open discussion and brainstorming on solutions to GEDSI-related challenges. These sessions provide a platform for feedback, shared learning, and improvement, reinforcing a culture of mutual accountability.

Communities and Participants

ChildFund acknowledges the importance of engaging directly with communities and programs participants to ensure their needs are met and their voices are heard.

Our Monitoring, Evaluation and Learning (MEL) Framework continues to be the cornerstone of our accountability to external stakeholders, by tracking progress, setting expectations and fostering continuous learning. The Program Effectiveness Report, a meta-evaluation of progress on previous recommendations, highlighted the positive impact of partner capacity strengthening, locally led development, and the strengthening of community-based approaches.

ChildFund has worked to adapt our strategies and approaches based on feedback from stakeholders. For example, the Child Protection sector developed a child-focused feedback tool to gather input from children and young people who have received support services. The mid-term review of the IMPACT Rights, Respect, Resilience Project in Papua New Guinea led to recommendations for improvement, including identifying a new CSO partner, enhancing project management, and strengthening the MEL framework. The responsiveness to evaluation findings and recommendations reflects our commitment to continuous learning and improvement.

In Vietnam, the 'My Right to Education' project which focuses on children with disabilities, identified a number of lessons learnt and challenges from community visits and consultations. This included input from parents and children. A number of strategies and activities were identified to improve gender equality, disability inclusion, social inclusion and child/youth participation. After these actions were implemented, the team monitored responses from the committed interventions. Examples of how feedback has resulted in change includes reducing language barriers for ethnic minority groups by arranging language interpreters in training sessions and responding to children and parents requests for accessible restrooms in inclusive hubs.

Action Report

Duty of Care Towards Staff (B.3.A – B.3.B)

Commitments	Original Timeframe	Update
A Safe and Inclusive Environment that enhances employee wellbeing. - Review flexible working arrangements and, with staff, develop an agreed upon approach and suite of options for a flexible, healthy, and safe work environment. Ensure transparency around options and conditions for everyone. - Identify and address barriers to entry into ChildFund Australia employment and reasonable accommodation for Staff with different abilities. - Update Bamboo performance management guide with questions that include a focus on work culture, well-being and inclusion in discussions. - Ensure ongoing focus on staff well-being through: - Diversity, Equity and Inclusion as standing item in all-staff meetings, where we celebrate how people are	Jun 2024	Completed. In consultation with our staff our leaders reviewed our flexible working arrangements and agreed on a number of options available to all staff including 50% working from home and purchased leave options. These were introduced to staff in late 2023 and our staff handbook updated with the changes. In our recent staff engagement survey question - “We are genuinely supported if we choose to make use of flexible working arrangements, e.g. flexible start and end times or working from home” – 88% of staff agreed or strongly agreed with this statement. Partially completed. ChildFund Australia engaged an external provider to do an accessibility audit of our Sydney Office. We have yet to implement all of their recommendations. Completed. This question will be tested and reviewed in the upcoming review round in January 2025. Completed and ongoing. DEI is a standing item at our quarterly All Staff meetings. We have covered a number of topics including

Commitments	Original Timeframe	Update
demonstrating our values, answer any ‘curly questions’, and update on DEI actions. ○ Continue to facilitate social activities, celebration of key cultural days, and explore a diversity of ways to socialise.		findings from our DEI survey, anti-racism and inclusive decision making. In the past 12 months we have celebrated Eid, Lunar New, Year, Easter and Reconciliation Week, usually sharing food as a way of starting a discussion about these key cultural days.
Ensure Transparency and Inclusive Decision Making ● Educate and support decision makers at ChildFund Australia to use and inclusive approach to all decision making. ● Document and provide feedback to all staff on key information and decisions shared at all staff meetings as well as board meeting outcomes.	Ongoing	Completed. Inclusive decision-making tool introduced and demonstrated to all staff. Ongoing use role modelled and encouraged. Completed. Internal communications plan in place which includes monthly CEO update email and quarterly staff meeting. Both the CEO update and staff meeting involve sharing information on decisions made at Executive Team (ET) and Board level.
Strengthen whole of organisation Diversity, Equity, and Inclusion Knowledge and Capacity. ● Continue to ensure recruitment and procurement practice meet good practice in DEI, including focus on management diversification and creating opportunities within ChildFund for diverse young people to build their skills in international development. ● ● Systematise opportunities for facilitated self-learning and reflection on DEI topics (e.g. cultural safety, allyship, unconscious bias, discrimination, managing diverse teams)	Dec 2023	Completed. Recruitment practices are regularly reviewed to ensure they meet good practice DEI. We have also introduced a daily stipend for interns to ensure we can attract diverse young people to participate in internships by removing financial penalty for participation. Partially completed. We have commenced the process of curating DEI self-directed learning content via our online learning platform. This is an ongoing process. Yet to complete. This will be prioritised in 2025.

Commitments	Original Timeframe	Update
including identification and costing of common training sessions. Facilitate training for Board members on DEI topics and encourage discussions around Board and management diversification.		
Accountability - Aligned with our commitment to locally led development and commitment to pursuing racial justice, provide all staff with anti-racism training and formally articulate ChildFund Australia's commitment and actions towards decolonisation and racial justice. - Measure DEI progress against Board-approved People and Culture KPIs, including regular surveys, tracking staffing diversity and engagement on DEI Learning topics. - DEI as a standing Board agenda item. - Progress on the DEI Action Plan (inclusive of RAP) as a standing executive leadership agenda item.	Dec 2023	Completed. Staff provided with 3 training sessions: Racism101 and Deconstructing Whiteness were delivered by Hue consulting; Anti-racism and locally led development was delivered internally by members of our Programs team. Completed. DEI surveys are regularly conducted and results provided to management and our Board. DEI progress is reported quarterly to the Board. Partially completed. DEI is reported on quarterly to the Board, but is not yet a standing Board agenda item. Partially completed. DEI is regularly reported to the Executive Team (ET) a but is not yet a standing ET agenda item.

Collaboration with Partners (D.1.A – D.1.C)

Commitments	Original Timeframe	Update
Increased flexibility in partnership categories • Instead of increasing the number of partnership types, merge the existing partnership types and allow more flexibility. • The long-term partnership category be expanded to allow the inclusion of grassroots organisations and tools to be updated for different size organisations – i.e. move away from the current one size fits all approach. • Review/revise the Partner Agreement to reflect flexibility and proportionality. • Update Delegation of Authority in line with the revised partner categories.	Jan 2024	Completed. All, except the revision of Partner Agreement, was completed through a collaborative effort between Program and Finance Teams, including their respective Executive Team members. A guideline for ChildFund Australia Partner Types and Partner Engagement Process was endorsed by the Executive Team on 14 May 2024. This guideline eliminates the one-size-fits-all approach and guides Sydney and Country Offices in determining the appropriate nature of engagement and corresponding partnership processes.
Streamlining the due diligence and organisational capacity assessment process in relation to Gender Equality, Disability, Social Inclusion (GEDSI), Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH), Child Safeguarding, Fraud and Corruption and AML • Procedures and training could be developed in partnership with a country office to combine the implementing expertise with the Head Office compliance knowledge and experience. • Develop separate processes for different sized partners, starting with a reduced process for grassroots organisations using bottom-up approach for the system development, allowing those currently working with small organisations to develop a simplified approach to the process and forms. • Remove the requirement for a GEDSI policy for partners at the Due Diligence level and focus on the practice.	Dec 2023	Completed. The inter-departmental and inter-office working group completed the Due Diligence Assessment and Organisational Capacity Assessment tools, incorporating the recommendations from the systems review. The guidance notes and tools were tested, validated through a partner workshop, endorsed by the Executive Team on 14 May 2024, and have been used for both new and existing partners. The tools have been consistently updated and refined based on user feedback. Additionally, the OCA tool is now used to establish baselines for partner capacity strengthening initiatives. Safeguarding Focal Points and representatives from partners provided feedback into the Safeguarding section for the Organisation Capacity Assessment for Partners (measured against CFA Safeguarding Minimum Standards) July – October 2024.

Commitments	Original Timeframe	Update
• Establish a working group to review the due diligence form and guidance notes/process together with the Organisational Capacity Assessment (OCA) tool; consult Partnership focal points before submitting to the Executive team. • Adapt relevant recommendations/actions emerging from the Child Safeguarding Review – specifically separating PSEAH from CSG and review policies and procedures. • Review Code of Conduct to include behaviour related to partnership. • Review Counter-Terrorism procedure. • Review Fraud and Corruption Policy and Procedure. • After Executive Teams endorsement, socialise and test the changes before Implementing Due Diligence and OCA based on the revised partner categories – highlight how practices could be aligned with partnership principles. • Develop standard CFA intro document highlighting transparency on who we are as a partner, our partnership approach and what it means to be a ChildFund Australia partner.		

Commitments	Original Timeframe	Update
Integrating GEDSI, Safeguarding and PSEAH through the partnership procedures such as Due Diligence, Capacity Assessment and Risk Management. This streamlines the process and integrates the concepts into the partnership approach. Move away from the current standalone approach, particularly with GEDSI and PSEAH. This will be achieved by: • Establish a working group to review the due diligence form and guidance notes/process together with the Organisation Capacity Assessment tool. • Review and revise Organisational Capacity Assessment tool along with other partnership engagement tools with the aim to streamline and integrate related tools, e.g. Capacity Strengthening Plan.	Jan 2024	Completed. The Due Diligence Assessment, Capacity Assessment and Partner Safeguarding Report and Monitoring Tool and Organisation Capacity Assessment for Partners are now all streamlined to improve usability for partners and ensure consistency. The tools are now being used for new and current partners.
Localise compliance to reflect the context. • Continue to develop policies, procedures and training for compliance. • Identify a core group of trainers from Sydney Office, Country Office, and Sport for Development Team who could deliver the topic. • Counter-terrorism and Procurement training for all offices. • Fraud and Corruption training for all Country Offices • Training of Trainers on PSEAH and CSG Policies and Procedures.	Jan 2024	Ongoing. Roll out face-to-face and remote training on program partner engagement processes commenced in August 2024 and will be ongoing, as needed. Completed. Child Safeguarding Focal Point Training was delivered in May 2024, policies have been professionally translated in official country languages and support provided to contextualise training.
Organisational Development Approach to Capacity Strengthening • Commit to building organisational development costs into projects and core funding (commitment to be built into new projects for the rest of the FY24 and all new projects from FY25 onwards).	Jun 2024	Ongoing. For example, Safeguarding capacity strengthening project budget costing tool developed January 2024 and is in testing phase.

Commitments	Original Timeframe	Update
This will be part of the broader work being undertaken by the Sydney Finance team around cost recovery.		
Coordinate with other INGOS to minimise the impact of due diligence requirements, compliance, and to increase funding flexibility and quality of funding to local partners. - Mapping and identification of common funders/INGOs of common local partners in-country to assist in identifying opportunities for leverage rather than duplication (i.e., avoid duplicating Due Diligence, Capacity Assessment/Strengthening Plan) - Country and Regional Offices engage with common funders/INGOs to agree practical ways to leverage existing partnership due diligence exercises/requirements. - Agree commitments/principles to be applied in terms of the same terms and conditions being passed on to the partner as in any agreements between ChildFund and the donor e.g., sharing indirect costs recovery, timeframe for grant agreements.	Jun 2024	Ongoing. To reduce burden on potential partners, both the due diligence assessment and organisational capacity assessment consider the use of prior assessments, if partners would like to share them with ChildFund Australia. Agreements are discussed and agreed with partners on a case-by-case basis. A documented, principles approach ICR is being drafted to ensure a consistent and transparent approach.
Contextualize and operationalise the dimensions of localisation to reflect the agreed priorities of ChildFund Australia and its partners. - Finalise ChildFund Australia guidance notes on locally led development. - Facilitate workshop with partners in Cambodia and Timor Leste (COs with the most numbers of partners) on how respective principles for locally led development and	Jan 2024	Ongoing work by the working group on the Locally led development framework alongside ChildFund Australia Strategic Plan refresh. In December 2024, the ChildFund Australia Leadership team will discuss and finalise the framework and will also hold a dialogue with civil society organisations in Cambodia about the importance of partnership in locally led development.

Commitments	Original Timeframe	Update
partnership are applied in the revised partnership approach and systems. Utilise the outcomes of the workshop to inform final updates on Partnership Engagement, Project Cycle Management, relevant approaches and policies, as applicable.		Completed. Workshops with partners in Cambodia and Timor Leste in October and November 2023 and these informed the revisions in partnership processes and tools.
Alignment of human resources - Invest on actualising the Competency Framework by creating all organisation competency model that supports partnership approach; design and deliver training to all CFA staff in SO and CO on basic level of partnership-related competency. - Action plan to roll-out Program Competency Framework	Dec 2023	Ongoing. The Framework was finalized for piloting and is currently being socialised with Country Offices for piloting which is commencing currently.

Advocacy Addresses Root Causes (E.1.A – E.1.D)

Commitments	Original Timeframe	Update
Increase and institutionalize advocacy capacity (knowledge, skills, resourcing) across ChildFund Australia's work. Development of ChildFund's Advocacy Approach and Work Plan	Jan 2024	Completed. An Advocacy approach has been developed and socialized across the organization, alongside a workplan.
Build influence through informal and formal engagement with government and sector stakeholders. - Participation in ACFID lobby rounds - Increase in-house capability. - Government engagement on key policy priorities: 2—6 parliamentary trips per annum. - Targeted submissions and policy advice. - Sector engagement (ACFID meetings, Taskforce meetings, attending conferences, supporting aligned initiatives, relationship building). 12-month engagement plan with review.	Nov 2024	Completed. ChildFund Australia engaged with government and sector stakeholders repeatedly and consistently throughout 2024. ChildFund engaged on: - Gaza - Aid budget - Children's situation in Cox's Bazaar - Online safety in Australia and the Asia Pacific ChildFund provided a number of submissions and reports both standalone and in partnership with other sector organizations on a range of thematic areas, largely children in development policy and online safety.
Have positive impact for children and young people in the region through policy change – focussing on our policy priorities. <i>Policy Priority: Ending Violence Against Children, focusing on the digital environment.</i> Strengthen online safety regulatory and legislative environment for children in Australia (and therefore influence the policy and protective environment across the region).	Dec 2024	In Progress. A children's privacy code was passed into legislation in 2024, with significant policy contributions from ChildFund Australia A parliamentary event was held to promote SwipeSafe to key government stakeholders as well as a large number of bi-lateral meetings with Parliamentarians and government departments. ChildFund provided a submission, briefings, and ongoing advocacy in relation to children in the development program.

● Promote solutions that support children and young people’s skills and capacity to enact self-protective behaviours (Swipe Safe). ● Strengthen the development program focus on ending violence against women and children. <i>Policy Priority: Addressing multidimensional child poverty across the region (including ODA investment)</i> ● Promote and strengthen Australian development program and budget that is child and youth focused. ● Support and contribute to child rights-based approaches to addressing poverty in Australia. <i>Policy Priority: Humanitarian Advocacy</i> ● Focus on advocacy against our existing commitments in Afghanistan and Cox’s Bazaar. ● Promote partner reports. ● Work in coalition for education in emergencies. ● Strategically communicate for key moments – such as events or key anniversaries. ● Progress advocacy offerings to partners in the Pacific.	ChildFund, as a partner organisation to a research grant, secured funding to developed a bi-annual report on child rights in Australia, with a focus on poverty for First Nations children. ChildFund conducted advocacy and strategic communications in relation to Cox’s Bazaar and Afghanistan.
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Safeguarding of Stakeholders

E.3.A – E.3.B

ChildFund Australia is committed to improving how our organisation ensures that our programs do no harm to the children and communities we serve, both in terms of how we engage with them as well as the tools, processes and systems used. The management response has identified and grouped priority actions against the following key areas.

Commitments	Original Timeframe	Update
Child Safeguarding Policy and Procedures - Update policy according to review recommendations. - Policy to be socialised and staff trained. - Update Child Safeguarding Procedures. - Policy and procedures translated into official country languages.	Mar 2024	Completed. Child Safeguarding Policy reviewed and approved in September 2023. Completed. Training to all staff and Board on updated Policy and Procedures rolled out by Safeguarding Focal Points from June to October 2024. Completed. Child Safeguarding Procedures were reviewed and approved in January 2024. Completed. Policy and Procedures have been professionally translated into official country languages.
Child Safeguarding Training - Develop separate Child Safeguarding and PSEAH training (based on risk approach, and level of contact with children). - Form a working group for approving content and roll out of Action Plan for updated Child Safeguarding and PSEAH training material. - Completing training mapping based on role level of contact with children and separate PSEAH and CSG. - Development of Child Safeguarding Focal Point training material.	Jun 2024	In Progress. Child Safeguarding training was developed and delivered, however the PSEAH training will be developed and delivered after the approval of a revised policy and procedures in 2025. In Progress. A Working Group was formed and is currently functioning. In Progress. Safeguarding training mapping completed by the Working Group.

		Completed. Safeguarding Focal Point training material updated in 2024 included a refresher training package on updated policy, procedures with guidance manual, training to implement the Safeguarding Partner Report and Monitoring Tool and training to support Partners to complete Due Diligence and Organisational Capacity Assessment.
Code of Conduct - As per review recommendations, merge the two Codes of Conduct into one – ensuring all standards are set. - Roll our new code for new staff that is inclusive of CSG and PSEAH principles, rights and responsibilities.	Jun 2024	Completed. Code of Conduct revised in May 2024. Completed. Online training for Code of Conduct created and rolled out for staff in August 2024.
Child Friendly Communication and Reporting Mechanisms - Facilitate children’s input into the design of Safeguarding messaging and reporting mechanisms for ChildFund Australia. - Roll out resources and focal points to gather feedback.	Dec 2024	Ongoing. Facilitating children's feedback on safeguarding across all programming is a work in progress with some good examples coming from Cambodia. The feedback mechanism, safeguarding reports were printed (in local child friendly language) and disseminated to community members including children, parents and schools through community awareness raising activity, training and workshops facilitated and implemented by local NGO partners. Evidence of impact is in use of the reporting line. In Progress. Plan to produce one-page summary of policy in child friendly language and to gather children’s feedback in early 2025.
Managing Organisational Child Safeguarding Risk - Training for staff to monitor project risk to focus on children. - Update risk assessment and screening on employment in HR policy. - Review Child Safeguarding Investigation and policy breach procedures in HR Policy.	Dec 2024	Completed. Child Safeguarding training included risk and mitigation/ protective actions delivered to all staff between July 2024 to October 2024. In Progress. This will be a priority in 2025.

Review ChildFund Australia policies for including of ChildFund Safeguarding Risk in related policies e.g. ICT, Communications and HR.	In Progress. Investigation Guidance is in the Grievance Policy and Procedure (July 2023) but is not specific to safeguarding. This will be addressed in 2025. In Progress. Non-compliance or poor safeguarding practice across ChildFund Australia’s Policies was documented in the Child Safeguarding Action Plan created for 2023-2025 with updates being reported to the Executive Team.
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