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**From:** Liam Whitley [REDACTED]  
**Sent:** Monday, 29 October 2012 11:13 PM  
**To:** Catharine Clements  
**Subject:** RE: my assessment of child protection needs for the Y

Catharine,

Thanks for the critical aspects and constraints you have articulated.

We will proactively include this in our discussion with Tach, Brendan and BJ next week.

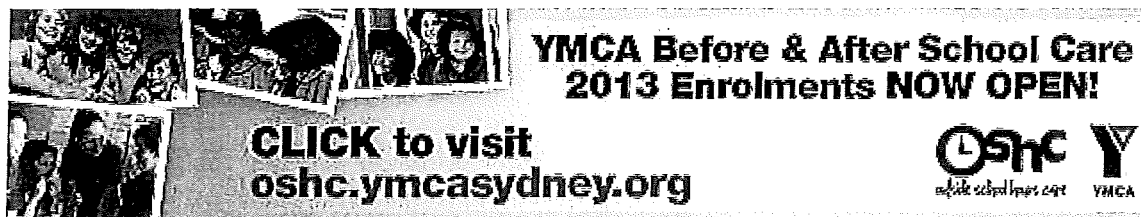
Regards,

Liam Whitley  
 General Manager  
 Children's Services

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Web: [oshc.ymcasydney.org](http://oshc.ymcasydney.org)

**THIS IS ANNEXURE "H"  
 TO THE STATEMENT OF  
 LIAM JOSEPH WHITLEY  
 DATED 22 OCTOBER 2013**



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**From:** Catharine Clements  
**Sent:** Monday, 29 October 2012 4:50 PM  
**To:** Liam Whitley  
**Subject:** my assessment of child protection needs for the Y

Hi Liam

Following on from today's discussion, here are the critical aspects for YMCA to meet child safe accreditation standards, as I see it.

- All staff and volunteers in child related activities in any Y program are aware of, and confident to identify and implement 'child safe' requirements (through getting child protection expectations at induction and a staff statement is items on the accreditation checklist)
- All managers know where to access information about reporting concerns for children and how to report concerns (I am reasonably well along in compiling an information folder with matching e-version that could be lodged on the intranet, to support this)
- The Safe Child and Young Person policy is updated and there is a policy to respond to allegations against staff – and managers have confidence to step through the process
- A number of aspects as you have already noted will come through HR updates (documenting WWCC check results, checking referees)

Key constraints for progressing child protection awareness and training, also accreditation, appear to me:

- the apparent pressure on all managers and staff in operations – the risk is that child protection just gets added to the operational pile, rather than able to be discussed and incorporated into local level practice
- as you have indicated, the level child protection is already incorporated into practice in Rec Centres is lower than for CS and Camping
- at this point, child protection responses appear to have been initiated within rather than across programs, so operate at varying levels/standards
- the relatively high level of new staff taken on, and numbers of staff employed casually (placing a high demand on coordinators to constantly assess and allow for varying levels of knowledge and skills available on each program)
- YMCA child protection policies are in need of update (my perception is that managers are unsure how much existing policies apply or whether they should be making their own call on appropriate response to make)
- as discussed, at present, so far, managers have little exposure to the new CP&C position

On the plus side, my experience has been that managers consistently express interest in incrementing child-safe practices in their programs (indicating to me that managers are, in fact, aware of, and want to respond to, child protection concerns). This is invaluable when it comes to implementing child protection.

And, of course, my position is available to all staff as a resource.

Hope this is of some assistance.

Catharine

Child Protection and Compliance Manager, YMCA of Sydney

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