



YMCA APPROACH TO REDRESS

REDRESS PANEL – YMCA REPRESENTATIVE

POSITION DESCRIPTION

In accordance with the YMCA Approach to Redress and the Redress Panel Terms of Reference, a YMCA Association representative and YMCA Australia representative will be appointed to the Redress Panel for each relevant redress matter. The appointment of YMCA representatives to the Redress Panel will be approved by the Redress Panel Chair subject to the following expectations and requirements.

The various elements and expectations of this position are outlined below.

Section 1: Background

The YMCA Approach to Redress was endorsed by members of the National Council of the YMCAs of Australia at our Annual General Meeting in November 2015. The YMCA is committed to an Approach to Redress that is underpinned by the following Principles, such that our approach is:

1. Survivor-focused;
2. Transparent, accountable and open to review;
3. Timely and responsive;
4. Nationally consistent;
5. Trauma-informed;
6. Accessible;
7. Not subject to time limitations;
8. Applies a standard of proof of 'reasonable likelihood';
9. Sustainable; and
10. Maintains survivors' rights to civil litigation.

The YMCA supports the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse regarding the establishment of a National Redress Scheme and our Approach to Redress has been developed as an interim measure until such time as a national or separate state-based schemes are established.

Our Approach to Redress provides for the appointment of a Redress Panel to oversee the decision-making process in relation to applications for redress. The Redress Panel exists to fulfil the following functions:

- To determine each applicant's eligibility for the YMCA Approach to Redress.
- To receive and consider any and all information, documentation and supporting materials relevant to each redress application.
- To make a determination as to whether the application meets the standard of proof as set out in the YMCA Approach to Redress.



- To make an assessment as to the level of redress which will be offered to the applicant which may include, but may not be limited to: the offer of a formal apology; the offer of support with counselling and psychological care; and the offer of a monetary payment.
- To undertake any duties as specified by the YMCA Approach to Redress and associated procedures.

The five-member Redress Panel will comprise the independent Chair, independent members (x2), YMCA Association representative and YMCA Australia representative. The Redress Panel Chair and independent members will be standing members of the panel and the YMCA representatives will be determined according to each redress application. The Terms of Reference for the YMCA Redress Panel are attached to this role description.

Section 2: Role of the YMCA Representative

The role of the YMCA Representative will include, but may not be limited to:

- the provision of available documentation and information relevant to the particular matter;
- working collaboratively with other Panel members to make a final determination as to the level and type of redress to be offered in each redress matter; and
- contributing to reporting to the National Board at the direction of the Redress Panel Chair.

Section 3: Authority and decision-making

The YMCA Redress Panel will have the authority to determine the level and type of redress to be offered.

The independent Chair of the Redress Panel will have the authority to make a final determination as to the level and type of redress to be offered in the event that an agreed position of the panel cannot be reached.

Neither YMCA Australia nor a Member Association will have the authority to override a final determination of the Redress Panel and/or the Chair.

The authority levels of the Redress Panel are outlined further in the Redress Panel Terms of Reference and the decision-making process is further outlined in the Redress Procedures and Protocols.

Section 4: Key Requirements

The YMCA Association Representative must be at the executive level, CEO or member of the Board. The YMCA Australia Representative must be at the executive level or CEO.

Experience / Skills:

- Sound understanding of the Redress Procedures and Protocols
- Oversight of or close engagement with implementation of the YMCA Safeguarding Policy

Personal Attributes:

- Possession of soft skills such as empathy and high level of emotional intelligence

- Strong professional reputation
- Positive community standing
- Collaborative approach

Section 5: Attendance requirements and estimated time commitments

While each redress matter will present different requirements in terms of preparation and information gathering, the decision-making process of the Redress Panel may require approximately 10 to 12 hours per matter, with some of this time meeting in person. If required, additional teleconferencing may occur. It is a requirement that all Panel members are in attendance whether meeting in person or via teleconference, and for decision-making purposes a quorum will be considered to be all five Panel members.

Section 6: Tenure

The YMCA Representative on the Redress Panel will remain on the panel until such time as the relevant redress matter is resolved. Conditions under which the representative of the YMCA may be withdrawn from the Redress Panel include:

- Conduct that is inconsistent with the YMCA Redress Principles.
- Conduct that breaches the YMCA Redress Procedures and Protocols.
- Conduct that may bring the name or reputation of the YMCA into disrepute.

Section 7: Reporting

The Chair of the Redress Panel will be required to provide reporting to the YMCA National Board on the implementation of the National Approach to Redress. This reporting will generally align with the annual schedule of quarterly Board Meetings. All Panel members will contribute to this reporting at the direction of the Redress Panel Chair.

Section 8: Secretariat Support

Secretariat support for the Redress Panel will be provided by YMCA Australia and this will include gathering required information, the preparation of documents, communications, general administration and other requirements as deemed necessary by the Panel members.

Section 10: The role of the National Council of the YMCAs of Australia

The Board of the National Council of the YMCAs of Australia will be responsible for the appointment of the Redress Panel Chair and independent Panel members as outlined in the Redress Panel Terms of Reference.