

Vulnerable Persons Policy

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Policy Contact:	policies@destinyrescue.org
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Applies To:	DRA Staff, Volunteers, Board Members, Agency Staff, Contractors & Consultants

1. Preamble

- 1.1. Destiny Rescue International (DRI), as the governing authority over Destiny Rescue Australia (DRA), prioritises safeguarding children and vulnerable adults involved with our mission. DRA, under DRI's leadership, operates primarily within Australian borders, always aligning actions and safeguarding measures with the global strategic vision of DRI.
- 1.2. DRA firmly believes that it is always unacceptable for children or vulnerable adults to experience abuse, neglect, or exploitation of any kind. Our safeguarding procedures adhere strictly to evangelical Christian values.

2. Purpose and Principles

- 2.1. This policy exists to:
 - 2.1.1. Protect children and vulnerable adults who interact with DRA and DRI partners.
 - 2.1.2. Guide staff and volunteers clearly on safeguarding responsibilities.
 - 2.1.3. Ensure effective and immediate responses to safeguarding concerns.
- 2.2. **Core Principles:**
 - 2.2.1. The safety and welfare of children and vulnerable adults are paramount.

- 2.2.2. Protection is given equally to all, irrespective of ability, age, cultural background, or religious beliefs.
- 2.2.3. Our safeguarding practice reflects statutory responsibilities and government guidance and complies with best practice and regulatory requirements.
- 2.2.4. Partnerships must align with DRI safeguarding standards; any partner working with children or vulnerable adults must have a safeguarding policy offering the same protection as the DRI standard.

3. Scope

- 3.1. This policy applies to all DRA employees, volunteers, board members, contractors, consultants and DRI partners.

4. Definitions

- 4.1. **Child:** Any individual under 18 years of age.
- 4.2. **Vulnerable Adult:** A person aged 18 or over who requires care or support and is at risk of abuse, neglect, or exploitation due to illness, disability, cognitive impairment, or other factors.
- 4.3. **Abuse:** Includes physical, emotional, sexual, financial, psychological harm, neglect, exploitation, and any actions harming dignity or wellbeing.

5. Policy Statement

- 5.1. Safeguarding children and vulnerable adults is an absolute priority at DRA. All interactions and operations involving vulnerable persons must be appropriate, respectful, safe, and aligned with our Christian values and mission.

6. Responsibilities

- 6.1. **DRA Corporate Responsibilities:**
 - 6.1.1. Provide and enforce robust safeguarding policies and procedures.
 - 6.1.2. Appoint a dedicated Safeguarding Officer.
 - 6.1.3. Ensure all safeguarding measures reflect statutory responsibilities, regulatory requirements, and evangelical Christian values.
- 6.2. **Safeguarding Officer Responsibilities:**
 - 6.2.1. Oversee the implementation of safeguarding policies.
 - 6.2.2. Coordinate training, awareness, and compliance.
 - 6.2.3. Respond promptly to safeguarding concerns and allegations.
 - 6.2.4. Report any safeguarding incidents to DRA's CEO and DRI's Safeguarding officer.
- 6.3. **Staff and Volunteer Responsibilities:**
 - 6.3.1. Immediately report any suspicion or evidence of abuse or neglect.

- 6.3.2. Follow safeguarding procedures diligently.
- 6.3.3. Promote a safe environment consistent with Christian ethics.
- 6.4. **DRI Partner Responsibilities:**
 - 6.4.1. Must have their own safeguarding policy that aligns with this policy.
 - 6.4.2. Designate a Safeguarding Officer to coordinate with DRA's Safeguarding Officer.
 - 6.4.3. Integrate safeguarding measures in all program activities.
 - 6.4.4. Ensure all staff are trained and adhere to safeguarding standards.
 - 6.4.5. Individual partner organisations will be responsible for ensuring that their staff follow best practices and can respond to any safeguarding issues identified.
 - 6.4.6. DRI will only engage in partnerships with organisations that have appropriate safeguarding policies in place, particularly when the partnership involves interactions with children, young people, or vulnerable adults at risk.

7. Safeguarding Procedures

- 7.1. Activities involving children/vulnerable adults must have appropriate supervision, ideally with multiple responsible adults present.
- 7.2. Parental consent or proper authorisation is required when supervising minors.
- 7.3. Inappropriate activities or materials are strictly prohibited.
- 7.4. **Incident Reporting and Response:**
 - 7.4.1. Immediate reporting to the Safeguarding Officer of any concerns or incidents.
 - 7.4.2. Detailed records of incidents must be kept.
 - 7.4.3. Mandatory reporting to appropriate authorities.
 - 7.4.4. Staff should report safeguarding issues using prescribed forms immediately.

8. Forms and Templates

- 8.1. Critical Incident Form
- 8.2. Incident Log
 - 8.2.1. We have a comprehensive incident log template to record and track all complaints, feedback and safeguarding concerns raised throughout the project's lifecycle.
 - 8.2.2. The incident log will capture information on the nature of the incident, individuals involved, actions taken and outcomes while adhering to strict data protection and confidentiality standards.

8.3. Record Keeping:

8.3.1. Safeguarding incidents must be documented thoroughly, maintaining confidentiality.

8.3.2. Safeguarding records must be securely stored and regularly reviewed.

9. Training and Awareness

9.1. All DRA staff and volunteers will undergo regular safeguarding training.

9.2. Safeguarding training and compliance records must be kept for accountability.

10. Compliance and Legal Standards

10.1. This policy meets mandatory standards and is required by:

10.1.1. Australian Council for International Development (ACFID)

10.1.2. Australian Charities and Not-for-profits Commission (ACNC)

10.1.3. Overseas Aid Gift Deduction Scheme (OAGDS)

10.2. This policy is legally compliant and applicable in Australia, the USA, UK, New Zealand, and Canada.

11. Policy Review

11.1. This policy is reviewed at a minimum every five years to ensure alignment with best practice, legislative changes, and DRI directives.

12. Further Assistance

12.1. Contact HR at policies@destinyrescue.org for additional support or clarification.

13. Related Documents

13.1. Code of Conduct

13.2. Safeguarding Behavioural Guide

13.3. Whistleblower Policy

Versio n:	Author:	Revision Date:	Description of Change:	Approved by:
1.0	Various	Initial Draft	Initial Approval	Tony Kirwan
2.0	HR Team	13/03/2025	Policy Rewrite	Tony Kirwan
3.0	Various	08/2025	Policy Review and Approval	Tony Kirwan and DRA Board