

Annexure 1 – Definitions

Child	As per the definition established in the Convention on the Rights of the Child, a child means every human being below the age of eighteen.
Child abuse	Encompasses physical or sexual abuse and emotional or psychological harm, that is detrimental to a child’s welfare, commercial sexual exploitation, child trafficking and child labour.
Child abuse images	Child pornography and any images depicting the sexual abuse or exploitation of children.
Child rights	Children have the right to life, survival and development where development encompasses physical, emotional, cognitive, social and cultural development.
Child Protection Officer	A person to whom the Executive Director of DTP delegates their day-to-day responsibilities for child protection.
Child-related work	Includes any close, direct or unsupervised contact with children
Contact with children	Working on an activity in a position that involves or may involve contact with children, either under the position description or due to the nature of the work environment.
Direct contact	Face-to-face or physical contact with a child.
DTP Personnel	Members of the Board of DTP, Employees, Volunteers, contractors, consultants, presenters and any other adults involved in the delivery of DTP programs, including Partner Organisations, and Employees or Volunteers of Partner Organisations.
Employment	Engagement in some form of paid or voluntary work, pursuant to a written or unwritten agreement.
Employee	Any person that is engaged in paid or voluntary work, including self-employed persons, contractors or subcontractors, and any person undertaking practical training as part of an educational or vocational course.
Employer	Any person who engages another person to perform work under a contract, or as a volunteer, and any person who arranges for the placement of a person in employment with others.
Executive Director	The person in the position of Executive Director of the Diplomacy Training Program.
Grooming	Where there is a pattern of behaviour or conduct that is consistent with establishing a close relationship with a child under the age of 16 for the purpose of unlawful sexual activity, including having ‘special relationships’ with children, crossing professional boundaries, inappropriately communicating with a child, or extending a relationship outside of work.
Neglect	Where a child has suffered, or is likely to suffer, physical or psychological injury that is detrimental to their wellbeing as a result of child’s parents or carers: <ul style="list-style-type: none">• failing to provide that child with basic food, clothing and

shelter;

- refusing or delaying medical treatment of a child;
- failing to arrange appropriate supervision for a child; or
- failing to spend time with a child and provide for their emotional, psychological and educational development.

Policy	The Diplomacy Training Program’s National Child Protection Policy.
Reasonable grounds	The standard that reporters must use in most States in deciding whether or not to report their concerns for a child’s safety or wellbeing to the relevant State authority. It does not mean that reporters are required to confirm their suspicions or beliefs or provide solid proof before making a report. Rather, it generally refers to considering whether another person, when faced with similar information, would draw the same conclusion.
Risk of harm	Where there are concerns that there may be a detrimental effect on a child’s physical, psychological or emotional wellbeing, due to any form of abuse or neglect.
Screening	Refers to assessing a person’s suitability to work with children on the basis of background checks, interviews and referee checks.
Social media	Websites and applications that allow people to communicate and share content including but not limited to: emails, Facebook, Twitter, Instagram, Bebo, Myspace and Snapchat.
Supervised contact	Any contact that is in the immediate and physical presence of another adult.
Volunteer	Work for or involvement in, an organisation on an unpaid basis.
Working With Children Check	<p>A Working With Children Check is a requirement for people who are involved in child-related work. It determines whether a person is safe to work with children by assessing information held by government agencies, including a person’s criminal record and any findings of investigations or allegations made against a person in relation to children.</p> <p><i>Note:</i> Different States use different terminology to refer to the screening process for determining whether a person is safe to work with children. The term ‘Working With Children Check’ is used generally throughout this Policy to refer to all screening processes.</p>
Working With Children Check Clearance	<p>A determination that a person is safe to work with children.</p> <p><i>Note:</i> Different States use different terminology to refer to determinations that a person is safe to work with children. The term ‘Working With Children Check Clearance’ is used generally throughout this Policy to refer to all determinations that a person is safe to work with children.</p>
