



AUSTRALIAN MATHS TRUST

AMT Responding to Abuse Policy	
Policy Number: 18RAP	Effective date: 21 June 2019
Policy Owner: AMTT Ltd Board	Policy Custodian: AMT CEO
Date of last review: June 2019	Date of next review: June 2020
Other relevant policies/guidelines: AMT Safe Community Policy AMT Risk Policy Professional Behaviour and Guidelines (Staff and Volunteers) Guidelines for Responding to Concerns or Disclosures of Abuse	

Definitions	
Child	A person who is under the age of 12 years.
Young person	A person who is over 12 years but under 18 years.
Child abuse	Any act of omission or commission that endangers or impairs a child's physical, sexual or emotional health and development
Safe organisation	Discharges duty of care by taking all reasonable steps to keep all in its care emotionally and physically safe from physical, sexual, emotional abuse (including bullying) or neglect.
AMT member	Is a child or young person who is registered or participating in a program organised by AMT, or a member of staff or volunteer involved in AMT programs.
Staff member	Is a member of staff, including tutors and mentors, paid or volunteer.
Volunteer	Is a supervising adult in an unpaid role who has been screened and appointed to a position of authority within AMT.

Purpose

This policy sets out the key principles behind the Australian Mathematics Trust's handling of disclosures or concerns regarding abuse.

Scope

This policy applies to all AMT members.

This policy interacts with several other AMT policies, protocols and guidelines including

- Code of conduct (students)
- Professional behaviour and guidelines (staff/volunteers)
- Risk Management Policy
- Work Health and Safety Policy and Implementation Guidelines

This policy applies to information, concerns or disclosures in relation to current and /or historical abuse against a participant in Australian Mathematics Trust (AMT) activities whether about a child or adult.

Policy Principles

1. Our Commitment:

AMT does not tolerate abuse of any kind. We all have a responsibility to report our concerns and disclosures of abuse. AMT requires all staff and volunteers to exercise ethical responsibility to report any concerns or disclosures of abuse, regardless of their role or what jurisdiction they work in.

Our commitment is to provide a policy for AMT staff and volunteers to respond in a pastorally appropriate way to information, concerns or disclosures of abuse occurring during AMT activities, whilst fulfilling the requirements of government statutory bodies and AMT policy documents. This policy outlines the response processes required when there are disclosures or concern of harm in relation to members of AMT. It is consistent with child protection and all related legislation across all jurisdictions of Australia (Attachment 1).

2. Overarching principles:

In implementing this policy, we undertake to:

- a) Exercise our primary concern for the care and welfare of those who **have suffered abuse during AMT activities**¹, or who report abuse suffered elsewhere during an AMT activity, and strive to provide **appropriate support**² for them,
- b) Fulfil our legislative requirements in reporting to statutory bodies when dealing with current concerns or disclosures of child abuse,
- c) Support those who have suffered abuse to report criminal abuse to the police, or where this is not possible, report the disclosures to police in accordance with legislative requirements.
- d) Enact the *AMT Complaints Management Policy and Procedure* where concerns or disclosures involve AMT staff or volunteers.

¹ **Abuse during AMT activities** means that whilst being a member of AMT or attending an AMT event or program provided by AMT or engaging with AMT personnel within the context of their professional or vocational role, the person has suffered physical, sexual or emotional abuse

² **Appropriate support** is determined in consultation with the person who has suffered abuse and may include, but is not limited to: provision of a pastoral support person, professional counselling, support with police, and/or AMT process and a care and assistance package

DOCUMENT VERSION CONTROL			
VERSION NUMBER	DATE	CHANGES	STAFF MEMBER
1.0	3.4.18	New	Nathan Ford
2.0	20.6.18	Approved	AMT Board
3.0	6.6.19	Minor revisions – clarification of definitions and alignment with Safe Community Organisation definitions; clarification under ‘Our Commitment’ and ‘Overarching principles’	M Evans, A McNamara, J Bament, AMT CEO
4.0	21.11.19	Minor revision – Change from ‘AMT Board to ‘AMTT Ltd Board’	Nathan Ford
5.0	23.2.21	Minor revision 2(d) – change from “AMT Protocol for Responding to Allegations of Misconduct or Protocol for Addressing Grievances” to “AMT Complaints Management Policy and Procedure”	Nathan Ford