

Creating Child Protection Policies
First 120-150 Days and Yearly



Date Completed	Employee, Volunteer, Intern Files (CST)
	Audit all worker files for criminal records checks
	Audit all worker files for reference checks per new policies
	Conduct checks on any employees missing them
Date Completed	Board Governance
	Encourage your Board to audit itself for good governance policies
Date Completed	CST Develops Workable Policies
	Document Retention
	Use of pictures and videos of children
	Parent orientation on child protection policies
	Offsite activities
Date Completed	Training
	CSC and CST develop and present training in new policies for all workers
	CSC and IRT develop and present mandated reporter training
	Consider training for children on safe boundaries
	CSC and CST develop and provide specialized training for those who screen employees and volunteers
	Consider needed upgrades to physical facility, develop realistic budget and timeline for potential changes

Yearly and Ongoing	
	Audit employee files for CRCs and reference checks
	Evaluate whether child protection policies are working
	Employee surveys
	Incident reports
	Training in child protection policies
	Training in mandated reporter policies
	Tabletop exercises (if possible)