



Self-evaluation for charities: Meeting your obligations as a charity operating overseas

Introduction

What are the ACNC's External Conduct Standards, and who must comply?

The [External Conduct Standards](#) are a set of standards that govern a registered charity's operations outside Australia.

All registered charities (including [Basic Religious Charities](#)) that [operate outside Australia](#) must comply with the External Conduct Standards. Operating outside Australia includes:

- undertaking activities overseas (for example - providing medical assistance, missionary work, building housing, education programs)
- sending money or supplies overseas
- sending people overseas (for example - on a cultural exchange, for research, or as volunteers helping on projects)
- buying goods or services from overseas
- working with, or funding, other parties that are operating outside of Australia.

Importantly a charity is generally considered to be operating outside of Australia even if its activities:

- only involve sending a small amount of money overseas
- are only a minor part of the charity's overall activities
- are undertaken by another organisation on the charity's behalf

The External Conduct Standards set out to promote transparency and to provide confidence that the resources a charity sends overseas – or the services it provides overseas – reach the intended beneficiaries and are used only for charitable purposes. The Standards also seek to protect vulnerable people overseas. This includes a charity's beneficiaries, as well as its own staff and volunteers.

The Standards require charities take reasonable steps to ensure appropriate standards of behaviour, governance and oversight when operating overseas. The four Standards are:

1. [External Conduct Standard 1](#): Activities and control of resources (including funds)
2. [External Conduct Standard 2](#): Annual review of overseas activities and record-keeping
3. [External Conduct Standard 3](#): Anti-fraud and anti-corruption
4. [External Conduct Standard 4](#): Protection of vulnerable individuals

The ACNC does not prescribe what a charity must do to meet the Standards. The reasonable steps that a charity must take will depend on its circumstances and the risks associated with its work. These considerations will be different for each charity.



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The External Conduct Standards apply *in addition* to the [ACNC's Governance Standards](#). The External Conduct Standards operate in a similar way to the Governance Standards - both impose reasonable levels of oversight and standards of governance rather than specific steps for charities to take.

There are some exclusions from the External Conduct Standards. Read our [detailed guidance](#) for more information.

How to complete this self-evaluation

Before you begin, your charity should consider its circumstances. Ask yourselves:

- **What does your charity do?** Think about your charity's objects, the activities and programs your charity delivers overseas and the scope of those activities, including the value of any funds your charity sends overseas.
- **Where are your charity's activities located?** Different countries face different challenges. This can be due to environmental disasters, the threat of war or terrorism, poor in-country regulatory oversight, lack of banking systems, language barriers and different customs.
- **Who is involved?** People your charity encounters, including beneficiaries, volunteers, employees and contractors and those people or organisations your charity might work with overseas.
- **How is your charity run?** The mix of skills and experience of the board, how decisions are made, and how the charity is funded. Also, consider if you intend to oversee your charity's overseas activities from Australia or in-country.
- **What are the risks most relevant to your charity's work?** Consider your responses to the questions above to identify the risks your charity needs to manage.

The self-evaluation poses questions and prompts your charity to describe the steps it is taking to meet the External Conduct Standards.

The questions and examples in this self-evaluation are intended as a guide only, as each charity's circumstances are unique. Your charity may use different terminology or have different structures to those used here, so consider the broader intent of this self-evaluation.

This is not a compulsory or comprehensive list of requirements. Based on the risks your charity faces, you may need to consider if these are appropriate for your circumstances or whether there are other precautions your charity needs to take to meet its requirements.

When your charity identifies any areas for improvement, it should create an action plan to address those issues.

And while answering 'no' to any one question doesn't necessarily indicate that your charity is not complying, it should prompt you to examine in more detail your charity's wider circumstances.



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Part 1: External Conduct Standard 1

External Conduct Standard 1: Activities and control of resources (including funds)

External Conduct Standard 1 requires a charity:

- to take reasonable steps to ensure its activities outside Australia are consistent with its purposes and character as a not-for-profit entity, and
- to have reasonable internal controls in place to ensure resources used outside Australia – including those resources given to third parties – are used in a way consistent with the charity’s purposes and character as a not-for-profit entity.

Charities must also maintain reasonable internal controls in relation to its activities outside Australia to ensure it complies with Australian laws regulating:

- | | |
|--|--|
| <ul style="list-style-type: none"> • money laundering • financing of terrorism • sexual offences against children • slavery and slavery-like conditions • trafficking in individuals and debt bondage | <ul style="list-style-type: none"> • people smuggling • international sanctions • taxation • bribery |
|--|--|

Questions for your charity, and examples of reasonable steps it can take	Response: Yes/No/NA	Describe steps taken and demonstrate evidence	Is action required?
<p>1. Does your charity have a process for sound decision making processes?</p> <ul style="list-style-type: none"> • <i>All overseas activities and/or resources align with the charity’s purpose and are consistent with what is in the charity’s governing documents.</i> • <i>Clear decision-making and approval policies and processes are in place, and decisions are recorded.</i> • <i>All overseas projects are assessed and formally approved prior to commencing.</i> 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>Questions in the Project Application form are designed to detect if the project fits with WBTA’s purpose & character.</p> <p>The third parties involved are predominantly Christian organisations and inherently</p>	

<ul style="list-style-type: none"> <i>Risks are identified when deciding which activities to undertake and how resources are used; consideration is given to mitigation and management strategies to address those risks.</i> 		<p>aligned with WBTA's purpose and character.</p> <p>A risk assessment is done for each project prior to approval, which includes consideration of mitigation and management strategies.</p> <p>The Half Yearly Report Form gives opportunity for problems to be reported and project risks to be re-assessed.</p>	
<p>2. Does your charity take steps to engage suitable staff and volunteers?</p> <ul style="list-style-type: none"> <i>Thorough recruitment processes for staff and volunteers that include appropriate background and vetting checks.</i> <i>New staff are provided training and support to understand their responsibilities and how to raise concerns.</i> 	<p>✓</p> <p>✓</p>	<p>All WBTA staff & volunteers are vetted comprehensively and must have a current Working with Children Check.</p> <p>All staff & volunteers must sign and abide by the WBTA Code of Conduct.</p> <p>WBTA's Whistleblower Policy and Fraud & Mismanagement Prevention Policy encourage the reporting of problems and help prevent the occurrence of further instances.</p>	
<p>3. Does your charity take steps to ensure it is helping its intended beneficiaries?</p> <ul style="list-style-type: none"> <i>Your charity's beneficiaries are clearly defined and documented.</i> <i>Activities and projects are regularly assessed to ensure they are meeting the needs of the intended beneficiaries.</i> 	<p>✓</p> <p>✓</p>	<p>Beneficiaries are clearly identified in the Application Process.</p> <p>Projects are reviewed every 2 years and written reports are required every 6 months. The</p>	

<ul style="list-style-type: none"> • <i>Procedures are in place to ensure the aid reaches the charity's intended beneficiaries.</i> 	<p>✓</p>	<p>report form asks for an update on beneficiaries.</p> <p>WBTA only transfers funds to third parties who have adequate risk and financial controls.</p>	
<p>4. Does your charity monitor its activities and projects outside Australia?</p> <ul style="list-style-type: none"> • <i>Overseas projects are regularly monitored to ensure they are</i> <ul style="list-style-type: none"> ○ <i>consistent with charity's purpose and character as a not-for-profit entity;</i> ○ <i>achieving the desired outcomes; and</i> ○ <i>to ensure any risks or issues are identified.</i> • <i>The Board regularly reviews project and financial reports.</i> 	<p>✓</p> <p>✓</p>	<p>Projects are reviewed every 2 years and written reports are required every 6 months.</p> <p>The 6 monthly report seeks up to date information on changes to the third party's organisational structure, relationships with local people & organisations, possible conflicts of interest, issues related to safeguarding policies & practices, and fundraising. Project progress is reported, as well as problems that could pose a potential risk.</p> <p>The Board reviews all current overseas projects regularly.</p>	
<p>5. Does your charity monitor its resources used outside of Australia?</p> <ul style="list-style-type: none"> • <i>Your charity has an asset register for all its equipment, and this is reviewed regularly</i> • <i>Your charity makes sure its equipment is stored securely.</i> 	<p>NA</p> <p>NA</p>		

<p>6. Does your charity have a process for identifying if things go wrong?</p> <ul style="list-style-type: none"> <i>Your charity develops and implements procedures to detect financial wrongdoing.</i> <i>Records of transactions are retained and reviewed for accuracy and consistency with approved funding levels, with discrepancies acted upon.</i> <i>Processes in place allowing staff, volunteers, third parties and beneficiaries to report suspected wrongdoing without fear, recrimination or disadvantage.</i> 	<p>✓</p> <p>✓</p> <p>✓</p>	<p>WBTA's Whistleblower Policy and Fraud & Mismanagement Prevention Policy encourage the reporting of problems.</p> <p>Secure financial processes and regular reporting back to WBTA provide checks that funds are received into project accounts.</p>	
<p>7. Does your charity take steps to ensure it is helping intended beneficiaries?</p> <ul style="list-style-type: none"> <i>Your charity's beneficiaries are clearly defined and documented</i> <i>Activities and projects are regularly assessed to ensure they are meeting the needs of the intended beneficiaries.</i> <i>Procedures ensuring financial and other aid reaches the charity's intended beneficiaries are in place.</i> 	<p>✓</p> <p>✓</p> <p>✓</p>	<p>Projects are reviewed every 2 years and written reports are required every 6 months.</p> <p>Secure financial processes and regular reporting back to WBTA provide checks that funds are received into project accounts.</p>	
<p>8. Does your charity take steps to ensure it is engaging with appropriate third parties?</p> <ul style="list-style-type: none"> <i>Your charity prioritises ethical conduct and sound financial management as key criteria when selecting third parties.</i> <i>Your charity has processes in place to check third parties' reputation and experience in order to determine their suitability and whether they are providing genuine services.</i> 	<p>✓</p> <p>✓</p>	<p>Questions in the Project Application form are designed to detect if the project fits with WBTA's purpose & character.</p> <p>WBTA works primarily with associated organisations with whom strong relationships exist, and that have externally audited financial systems. Many projects are directly associated with WBTA members in the field.</p> <p>A Third Party Assessment Form is completed for each Third Party that WBTA engages with.</p>	

<p>9. Does your charity have oversight of how third parties deal with charity funds or resources used outside Australia?</p> <ul style="list-style-type: none"> • <i>There are written agreements setting out everyone’s responsibilities.</i> • <i>There is regular monitoring of third parties’ overseas projects, with progress and financial details regularly reported to the Board.</i> • <i>Third parties have appropriate management policies and procedures in place.</i> • <i>Risks are recorded in a risk register regularly reviewed by the Board.</i> 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>The MOU signed by WBTA and all third parties clearly explains WBTA’s expectations of third parties in the areas of corruption and fraud, and the consequences that will result if either occurs.</p> <p>Projects and their finances are usually overseen by a managing entity, so they are not reliant on one person’s character or competence, and WBTA staff & volunteers have support in this area if required.</p> <p>6 monthly progress reports from projects are designed to uncover any incompetence or areas where more support or training might be required.</p>	
<p>10. Does your charity take steps to ensure it complies with Australian laws?</p> <ul style="list-style-type: none"> • <i>Your charity has a way to identify the laws it must comply with.</i> • <i>All your charity’s legal obligations are considered in planning projects and activities.</i> • <i>Charity monitors changes to the laws and assesses the impact on the charity’s operations</i> • <i>The Board ensures its reporting, licenses or other compliance obligations are up to date and maintained.</i> 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>WBTA relies on the ACNC and the External Conduct Standards for compliance requirements.</p> <p>The Board is involved at Policy and project review level in ensuring that WBTA complies with the requirements of the ACNC and the ECS.</p>	



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Part 2: External Conduct Standard 2

External Conduct Standard 2: Annual review of overseas activities and record-keeping

External Conduct Standard 2 requires a charity to obtain and keep records necessary to prepare a summary (if requested) of its activities and expenditure outside Australia on a country-by-country basis for each financial year in which it:

- operates outside of Australia, or
- gives resources (including funds) to third parties for use outside Australia.

These records need to be complete, accurate and legible, prepared on a timely basis, kept in English or in a form that can be easily translated to English, and stored safely for at least seven years.

A charity can keep records in any format, including in electronic form, so long as specific information contained in the records is easy to find if a request is made.

For your other record keeping obligations, go to acnc.gov.au/recordkeeping.

Questions for your charity, and examples of reasonable steps it can take	Response: Yes/No/NA	Describe steps taken and demonstrate evidence	Is action required?
<p>1. Does your charity keep records on its activities that allow a breakdown on a country by country basis?</p> <ul style="list-style-type: none"> • <i>Your charity has records of how each of its activities outside Australia enabled it to achieve its purposes</i> • <i>Your charity has recorded details of all expenditure relating to its activities outside Australia, including that by third parties it works with.</i> • <i>Details of procedures and processes that your charity has in place for countries.</i> • <i>Your charity keeps a record of all third parties it worked with outside Australia including copies of written agreements, changes in personnel and any issues that have arisen.</i> 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>Projects are reviewed every 2 years and written reports are required every 6 months.</p> <p>The MOU signed by WBTA and all third parties clearly explains WBTA's expectations of third parties in the areas of corruption and fraud, Whistleblowing, Conflicts of Interest and the Protection of Vulnerable Persons, and the consequences that will result if these occur.</p>	

<ul style="list-style-type: none"> Your charity keeps records of decisions that are made regarding its operations outside of Australia and specifically those that relate to issues raised regarding inappropriate conduct or behavior towards its staff, third parties, volunteers or beneficiaries. 	<p>✓</p>	<p>A Third Party Assessment Form is completed for each Third Party that WBTA engages with.</p>	
<p>2. Does your charity have a system in place to ensure it meets its record keeping obligations?</p> <ul style="list-style-type: none"> Your charity has completed the ACNC's record keeping checklist The charity has policies/procedures on record-keeping that cover: <ul style="list-style-type: none"> the records that are kept, how they are secured and who is responsible; how sensitive records are secured and who has authorised access; and the requirement for records to be kept for seven years. Electronic records are regularly backed up and securely stored Paper records are securely stored. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>Relevant policies are: Privacy Policy, Data Protection and Cyber Security Policy, Child & Vulnerable Persons Protection Policy.</p> <p>Record keeping for overseas projects includes data spreadsheets, assessment forms, MYOB records, etc</p>	



Self-evaluation for charities: Meeting your obligations as a charity operating overseas
Part 3: External Conduct Standard 3

External Conduct Standard 3: Anti-fraud and anti-corruption

External Conduct Standard 3 requires charities to take reasonable steps to:

- minimise any risk of corruption, fraud, bribery or other financial impropriety by its Responsible Persons, employees, volunteers and third parties outside Australia; and
- identify and document any perceived or actual conflicts of interest for their employees, volunteers, third parties and Responsible Persons outside Australia.

Questions for your charity, and examples of reasonable steps it can take	Response: Yes/No/NA	Describe steps taken and demonstrate evidence	Is action required?
<p>1. Does your charity take proactive steps to prevent financial misconduct?</p> <ul style="list-style-type: none"> • <i>Your charity has established clear policies and adequate controls for proper and ethical financial management.</i> • <i>Policies and procedures for financial management are communicated throughout the charity and to relevant stakeholders.</i> • <i>Staff involved in fundraising, managing money or reporting are supervised.</i> • <i>Financial delegations are clearly articulated and recorded.</i> 	<p>✓ ✓ ✓ ✓</p>	<p>The WBTA Fraud & Mismanagement Prevention Policy, and the WBTA Code of Conduct that all staff & volunteers must sign, contribute to the prevention of fraud, bribery or financial impropriety within WBTA.</p> <p>All WBTA staff & volunteers are vetted comprehensively, and safeguards are in place to prevent mishandling of finances.</p> <p>External auditing of WBTA's finances is regularly carried out.</p>	
<p>2. Does your charity have a process to detect fraud or other financial misconduct?</p>		<p>The Whistleblower Policy contributes to the prevention of</p>	

<ul style="list-style-type: none"> • <i>Financial statements are regularly checked for inconsistencies or inaccuracies.</i> • <i>Your charity's staff are trained to identify warning signs that may indicate financial wrongdoing.</i> • <i>Your charity has processes allowing staff, volunteers and beneficiaries to report suspected wrongdoing without fear, recrimination or disadvantage.</i> 	<p>✓</p> <p>✓</p> <p>✓</p>	<p>fraud, bribery or financial impropriety within WBTA.</p> <p>All WBTA staff & volunteers are vetted comprehensively, and safeguards are in place to prevent mishandling of finances.</p> <p>External auditing of WBTA's finances is regularly carried out.</p>	
<p>3. Does your charity take steps to minimise risks of fraud and financial misconduct by the third parties it collaborates with?</p> <ul style="list-style-type: none"> • <i>Third parties' activities are monitored through regular progress reports and updates.</i> • <i>Third parties have policies and procedures to minimise risks.</i> • <i>staff, volunteers and beneficiaries can report suspected wrongdoing without fear, recrimination or disadvantage.</i> 	<p>✓</p> <p>✓</p> <p>✓</p>	<p>Projects are reviewed every 2 years and written reports are required every 6 months.</p> <p>All third parties are required to adopt the Whistleblower Policy and sign an MOU with WBTA, which contribute to the prevention of fraud, bribery or financial impropriety.</p>	
<p>4. Does your charity have a process for identifying and documenting conflicts of interest?</p> <ul style="list-style-type: none"> • <i>Your charity has a policy to manage conflicts of interest, including a clear definition of what a conflict of interest is and who is covered.</i> • <i>All relevant people are made aware of the charity's conflict of interest policy, and about how they can inform the charity of any actual or potential conflicts.</i> • <i>Conflicts of interest are addressed when selecting third parties, or when starting a new project or activity.</i> • <i>Conflicts of interest are a standing agenda item at board meetings.</i> • <i>Your charity keeps a register where conflicts of interest are recorded.</i> 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>WBTA has a Conflict of Interest Policy.</p> <p>The Project Application form requires applicants to disclose any possible conflicts of interest regarding the proposed project.</p> <p>Responsibilities around identifying and managing conflicts of interest are set out in the MOU signed by WBTA and that third parties.</p>	

		6 monthly project reviews help WBTA identify potential conflicts of interest.	
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Self-evaluation for charities: Meeting your obligations as a charity operating overseas
 Part 4: External Conduct Standard 4

External Conduct Standard 4: Protection of vulnerable individuals

External Conduct Standard 4 requires charities to take reasonable steps to ensure the safety of vulnerable persons overseas, to the extent that they are:

- being provided with services, or accessing benefits under programs provided by the charity (whether directly or through collaboration with a third party); or
- engaged by the charity, or a third party in collaboration with the charity, to provide services or benefits on behalf of the charity or third party.

Vulnerable persons are defined as a people aged under 18 or other individuals who may be unable to take care of themselves or are unable to protect themselves against harm or exploitation.

An individual may be unable to take care of themselves because of their age, an illness, trauma, disability, or some other disadvantage. Vulnerability may be either temporary or ongoing.

Questions for your charity, and examples of reasonable steps it can take	Response: Yes/No/NA	Describe steps taken and demonstrate evidence	Is action required?
<p>1. Does your charity communicate its commitment to protecting vulnerable people?</p> <ul style="list-style-type: none"> • <i>Your charity has a policy committing its staff, volunteers, third parties and visitors to protect vulnerable people.</i> • <i>Your charity has a code of conduct setting out appropriate and inappropriate behaviors.</i> • <i>All staff, volunteers, third parties and visitors are aware of their responsibility to report any suspected abuse within the charity.</i> • <i>Robust controls are in place to ensure vulnerable people’s privacy is protected, particularly when using images and personal information.</i> 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>Child & Vulnerable Persons Protection Policy</p> <p>WBTA Code of Conduct must be signed by all members & staff.</p> <p>Whistleblower Policy – the MOU requires that all Third Parties either have their own ECS compliant Whistleblower Policy, OR agree to adopt the</p>	

<ul style="list-style-type: none"> <i>Your charity's staff, volunteers, beneficiaries and third parties know how to recognise when someone may become vulnerable.</i> 	<p>✓</p>	<p>Whistleblower Policy provided by WBTA.</p> <p>All WBTA members & staff are required to have child protection training.</p> <p>WBTA Child Protection Professional Behaviours list is attached to the MOU and must be agreed to by all Third Parties.</p> <p>Child & Vulnerable Persons Protection (CVPP) Policy – the MOU requires that all Third Parties either have their own CVPP Policy (provided it is ECS compliant), OR agree to adopt the CVPP Policy provided by WBTA.</p> <p>The recognition of vulnerable persons is covered in the WBTA compulsory training. The MOU gives a definition of vulnerable persons.</p>	
<p>2. Does your charity take steps to ensure the suitability of staff, volunteers and contractors working with vulnerable people?</p> <ul style="list-style-type: none"> <i>Thorough recruitment procedures, including appropriate background checks, are in place.</i> <i>Staff, volunteers and contractors are suitably qualified to work with vulnerable people and are properly supervised when doing so.</i> <i>Staff, volunteers and contractors are given training to understand their responsibilities with identifying and protecting vulnerable people.</i> 	<p>✓</p> <p>✓</p> <p>✓</p>	<p>WBTA thoroughly vets its own staff & volunteers. WBTA staff must have a current Working with Children Check, sign the Code of Conduct and undergo in-house Child Protection training.</p> <p>WBTA's Child Protection Professional Behaviours clearly sets out how staff & volunteers</p>	

		<p>are to behave when in a position of responsibility over children.</p> <p>The Application Form requires confirmation that no-one involved in the project has a record of past child abuse.</p>	
<p>3. Does your charity have a process for identifying and managing complaints, concerns or issues promptly and appropriately?</p> <ul style="list-style-type: none"> • <i>Confidential complaints procedures are in place and can be accessed by all vulnerable persons, as well as staff, volunteers and third parties.</i> • <i>Your charity deals with complaints or concerns appropriately, sensitively and promptly.</i> 	<p>✓</p> <p>✓</p>	<p>Whistleblower Policy – the MOU requires that all Third Parties either have their own Whistleblower Policy (provided it is ECS compliant), OR agree to adopt the Whistleblower Policy provided by WBTA.</p>	
<p>4. Does your charity ensure it complies with laws and reporting requirements related to safeguarding?</p> <ul style="list-style-type: none"> • <i>Your charity meets safeguarding requirements, or relevant minimum standards, set forth in the host country's laws and policies as well as in Australian laws.</i> 	<p>✓</p>	<p>The Application Form makes it clear that WBTA and its projects need to conform to Australian and international laws.</p> <p>We assume that Australian safeguarding minimum standards are as high as, if not higher than, those of all countries where we have projects.</p>	
<p>5. Does your charity take steps to ensure the safety of vulnerable people engaged by the charity or third party?</p> <ul style="list-style-type: none"> • <i>Your charity regularly assesses the occupational health and safety of all workers and takes steps to address concerns.</i> • <i>Staff and volunteers working overseas can access suitable housing, food, insurance, medical services and communications.</i> 	<p>✓</p> <p>✓</p>	<p>Health and safety is addressed in the Project Application Form.</p> <p>The Half Yearly Project Report Form asks if there have been any problems in the area of Health and Safety.</p>	

<ul style="list-style-type: none"> <i>Your charity establishes an emergency exit plan for staff and volunteers working in conflict zones or other dangerous locations, and also appropriately communicates the plan.</i> 	<p>✓</p>		
<p>6. Does your charity take steps to ensure the third parties it collaborates with have a commitment to protecting vulnerable people?</p> <ul style="list-style-type: none"> <i>When selecting third parties, your charity considers their past record of keeping vulnerable persons safe.</i> <i>Your charity ensures third parties it works with hold appropriate and current licenses to conduct activities with vulnerable people.</i> <i>Your charity ensures third parties have appropriate management policies and procedures in place that deal with protecting vulnerable people.</i> 	<p>✓</p> <p>✓</p> <p>✓</p>	<p>In the Application Form the third party is asked if it is able to adopt WBTA's Child Protection Professional Behaviours.</p> <p>The Application Form asks if the workers involved with the project have a record of past child abuse of any kind.</p> <p>The Application Form asks whether staff/volunteers have current required licenses or certificates to be able to work with children and/or vulnerable people.</p>	



Self-evaluation for charities: Meeting your obligations as a charity operating overseas
Part 5: Action Plan

Action Item	Issue	Action required	Timeframe	Assigned to
<i>Example: Item 1</i>	<i>Our annual review of activities outside Australia has not been completed.</i>	<i>Complete the review, discuss any issues at board/committee level.</i>	<i>1 July 20XX</i>	<i>CEO</i>



Self-evaluation for charities: Meeting your obligations as a charity operating overseas
Part 6: Signing off

Self-evaluation completed by:

Full Name:

Max Sahl

Position:

CEO

Signature:

Date:

16-Oct-2020