
CHILD SAFE POLICY
JULY 2022 – JULY 2024

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Introduction

The Parish of St. John's Sorrento with St. Andrew's Rye is committed to ensuring the safety and wellbeing of children and young people in their care, including those who participate in parish activities and/or programs, or use the Parish's facilities.

Children need to feel safe in terms of their:

- Environment
- Identity and Culture
- Communication and/or Physical barriers
- Accessibility
- Diversity of background and/or other influences

The Parish recognises that children and young people have insights into their lives, needs and the world around them and it is their human right to be heard on matters affecting their lives.

The Child Safe Standards recognise that children and young people bring unique capabilities, experiences and views that can assist organisations to be child safe. Our Parish values and celebrates children and young people for who they are and the contributions they can make. We also recognise that because of their age, children and young people can be disempowered and are at greater risk of experiencing harm.

Empowerment and participation are particularly important for children and young people who are more likely to be misunderstood, marginalised or discriminated against. This includes children who are Aboriginal and/or Torres Strait Islander, from newly arrived communities, who identify as LGBTQIA+ or who have a disability. This Parish wants to provide a safe place that is culturally safe, inclusive, welcoming, and accessible.

Purpose

The purpose of this Child Safe Policy is to ensure that all children and young people are kept safe as far as is in our power to achieve. All instances, allegations, disclosures or reasonable concerns of abuse or neglect involving children and young people are to be accurately reported and effectively responded to by this Parish.

This policy outlines the mandatory responsibility of all clergy, employees, volunteers and parishioners (and visitors) to report the abuse, neglect or ill-treatment of any child or young person caused by any person.

Compliance with this policy ensures all incidents are reported and managed in a way that responds to the immediate circumstances of the incident, the rights of those involved, and wherever possible, risk of recurrence is minimised.

This policy assists clergy, employees, volunteers and parishioners to:

- recognise the different types of abuse and neglect
- respond to the immediate needs of individuals involved in an incident, guide responses to allegations and matters of concern, including breaches of this Parish's Code of Conduct
- follow the Child Safe Reporting Procedures
- ensure their legal responsibilities when working with children and young people are upheld.

Scope

The Child Safe Policy applies to all clergy, employees, volunteers, and parishioners wherever children and/or young people are participating in Parish activities and programs.

We all have a duty of care and at times a legal obligation to ensure that 'reasonable steps' are taken to prevent harm to any child and/or young person. All clergy, employees, volunteers, and parishioners have access to the Parish Code of Conduct and this Policy which clearly detail the expectations around children and young people.

Wardens, Parish Council, the Vicar, and Child Safety Officer in particular have a responsibility to identify and assess potential risks in ongoing programs and one-off activities. Physical or psychological risks (and for older children, online risks) associated with activities should be carefully evaluated at the outset and ensure that risk mitigation strategies are put in place before beginning the activity. This policy also covers the abuse of a child and/or young person in the community, caused by a member of the community but witnessed by or reported to the Vicar, Warden or member of Parish Council.

Safe Ministry Training

All relevant clergy, employees and volunteers will undertake all Diocese-required safe ministry training. Our Parish is also aware of the need to report all concerns to Kooyoora (<https://kooyoora.org.au/>)

The Child Safe Standards

The Standards were part of the response to the 2013 Victorian Parliamentary Inquiry into the Handling of Child Abuse by Religious and Other Non-Government Organisations (the Betrayal of Trust Inquiry). They were introduced via an amendment to the *Child Safety and Wellbeing Act 2005*, and from January 2017, all Victorian Organisations, that provide services for children were required to comply with the Standards.

In July 2022, a new set of Standards came into force and are as follows:

1. Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued
2. Child safety and wellbeing is embedded in organisational leadership, governance and culture
3. Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously
4. Families and communities are informed, and involved in promoting child safety and wellbeing
5. Equity is upheld and diverse needs respected in policy and practice
6. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice
7. Processes for complaints and concerns are child focused
8. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training
9. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed
10. Implementation of the Child Safe Standards is regularly reviewed and improved
11. Policies and procedures document how the organisation is safe for children and young people

Although all children are vulnerable, some children face additional vulnerabilities, namely Aboriginal children, children from culturally and linguistically diverse backgrounds, children with disabilities and children with a specific gender or sexual identity. Consequently, in applying each Standard, organisations must embed the four following key principles by promoting:

- the cultural safety of Aboriginal Children;
- the cultural safety of children from culturally and/or linguistically diverse backgrounds.
- the safety of children with a disability;
- the safety of children with a specific gender or sexual identity.

The Standards help build a child safe culture within an organisation and ensure that organisations are accountable for the safety of children using their services and facilities. Compliance with the Standards is regulated and monitored by the Commission for Children and Young People.

The Reportable Conduct Scheme

Please see the Parish Reportable Conduct Scheme Policy.

Policy Statement

Keeping children and young people safe is a shared responsibility within the Parish of St. John's Sorrento with St. Andrew's Rye. We will continue to develop a framework of policies and procedures to address risks to child safety and to establish a safeguarding culture and practices for children and young people.

Our Commitment

This Parish is committed to the safety and wellbeing of children and, as such, is committed to creating and maintaining a child-safe organisation. We understand that child safety is everyone's responsibility. This Parish has a zero tolerance for child abuse. We aim to create physical, emotional, psychological and spiritual environments where all children, including children with a disability, Aboriginal children, and children from cultural and linguistically diverse backgrounds, have a voice - they are listened to, their views are respected and they contribute to how we plan for, design and implement activities.

Our commitment will be enacted through the implementation and monitoring of the Child Safe Standards, as specified under the *Child Wellbeing and Safety Amendment (Child Safe Standards) Act 2015*.

Listening to Children and Young People

All children and young people (and their parents / carers) within our Parish are informed of our policy and provided with unconditional support and mechanisms to feel empowered to speak up if they feel, hear or see something that does not feel right to them or makes them feel unsafe. They will be heard without judgement and their feedback or complaints are taken seriously, and responded to promptly and thoroughly.

Role Boundaries

Parish clergy, employees, volunteers, and parishioners must not act or engage in a number of activities. This includes but is not limited to:

- Seeking contact with a child or young person outside Parish programs, (for example, via social media)
- Developing any 'special' relationships with a child or young person that could be seen as favouritism (for example, offering gifts or special treatment for specific children)
- Engaging in open discussions of a mature or adult nature in the presence of children (for example, personal social activities)

We acknowledge that there may be times when clergy, employees, volunteers or parishioners need to apply common sense and good judgement when dealing with exceptional circumstances and/or critical instances involving children or young people.

Language and tone of voice

All adults in the presence of children and young people, need to use language and a tone of voice which:

- Provides clear direction
- Is reassuring
- Is not discriminatory, racist, or sexist
- Is not derogatory, belittling, or negative
- Is not intended to threaten or frighten
- Is not profane or sexual

Supervision

Clergy, employees, volunteers and parishioners should avoid one-to-one unsupervised situations with children and young people, and (where appropriate and possible) conduct all activities and/or discussions with children and young people in view of other adults. Those responsible for supervising children and young people participating in Parish programs must ensure that those children are not exposed to risks that pose a threat to their health, safety or welfare – this includes risks posed by other children and young people.

Electronic and online communication

Care must be taken with electronic communication between a member of clergy, employee, volunteer or parishioner children and young people and should include the approval of a parent or guardian.

Photographs of children and young people

Images (photograph and film) of children and young people should not be taken unless:

- Parents / carers have given permission
- The child (if old enough) also gives permission (some children do not like to be photographed)
- The context is related to participation in a Parish program
- The child or young person is appropriately dressed
- Each time an image of a child or young person is used, parental and/or guardian approval is obtained
- A child's identity is not released
- Images are not to be distributed to anyone outside the Parish other than the child or young person's parent and/or guardian, without the written approval of the child or young person's parent and/or guardian
- Images are stored in compliance with the Privacy & Data Protection Act 2014.

Physical contact with children and young people

Any physical contact with children and young people must be safe and appropriate, and adheres to the Child Safe Standards. Clergy, employees, volunteers or parishioners should not under any circumstances have any physical contact with children or young people participating in Parish programs and services that:

- Involves touching of any private area except what is required as part of delivering first aid, medical or allied health services. If contact with these areas is required as part of giving assistance, it should be in the presence of another appropriate adult, or parent/guardian of the child unless in an emergency situation as outlined above
- Would appear to a reasonable observer to have a sexual connotation
- Intends to cause pain or distress to the child or young person
- Is physical, for example, wrestling, horseplay, tickling or other roughhousing
- Is unnecessary
- Is initiated against the wishes of the child or young person, except if such contact may be necessary to prevent injury to the child or young person or to others, in which case incidents must be reported to the Vicar or Child Safety Officer as soon as possible.

Transporting children

When employees or volunteers need to transport a child or young person, it should only be in order to remove a child or young person from harm or threat of harm, or with the approval of a parent /guardian.

Working with Children Checks (WWCCS) / Police Checks

Clergy, designated employees, volunteers working with children, and specific parishioners (Parish Council) are required to have a current Working with Children Check (WWCC). Those requiring a police check will also maintain a current police check.

Code of Conduct

Please see the Parish Code of Conduct (which is the Anglican Diocese of Melbourne Code of Conduct).

Responding to Child Safety Concerns

The four steps that this Parish must follow regarding incidents, allegations, disclosures or reasonable concerns of abuse or neglect, or breaches of policy are:

1. Responding
2. Reporting
3. Sharing of Information
4. Supporting

Immediate Responding

Immediate responses must mitigate further harm and ensure the safety of children/young people, Parish clergy, employees, volunteers, parishioners and members of the public. Reduce the harm and risk to those impacted by the incident.

- Calling Emergency Services on 000 if required
- Making the surroundings safe to prevent immediate recurrence of the incident, for example; removing potentially harmful people, increase supervision of children and young people, move uninvolved children and young people away from the incident, move to a safe place, alerting others to risks that extend beyond the local environment, for example, other areas within the Parish facilities.
- Provide immediate care and support to the child or young person and others involved in the incident.

Responding to a disclosure / allegation

When responding to a disclosure or allegation by a child or young person, clergy, employees, volunteers or another adult should respond by:

- Listening to the allegation or disclosure supportively, without dispute
- Clarifying the basic details, without seeking detailed information or asking suggestive or leading questions, guided by the Parish's Child Safe Incident Report
- Providing reassurance that the child or young person has done the right thing in telling you, are believed and our Parish will take immediate action in response to the disclosure /allegation
- Explaining to the child or young person that other people may need to be told, in order to stop what is happening. Do not promise to keep any information a secret
- Reporting the matter as per the Parish policy requirements to the Vicar or Child Safety Officer
- Recording notes as early as possible to ensure all information is written down before completing our Parish's Child Safe Incident Report Form.

We need to consider the specific needs of the child or young person. We will consider the unique qualities of a child including, for example, whether the child is Aboriginal or Torres Strait Islander, has a disability, identifies as LGBTQI+, has a culturally and linguistically diverse background and/or is unable to live at home.

Reporting

Once an immediate response to the situation is completed, it is important to fulfill the internal and external reporting requirements. The Vicar is required to immediately report any reasonable concerns or instances of abuse or neglect.

It is not the role of the Vicar to identify or investigate an allegation / concern, however they must

continually report each new instance of suspicion of harm and/or breach of policy as they become aware, and to seek advice from Kooyoora Ltd if unsure about any matter.

Adults should follow the guidance on the Child Safe Incident Report Form. All reports must be documented fully, written factually and objectively. Clear and accurate reporting can help to support any internal or external investigation which may take place after an incident. Reports should be submitted formally to the Vicar or Child Safety Officer.

Reporting requirements

The Child Safe Incident Report Form is accessible to all clergy, employees, volunteers, parishioners and visitors to the Parish (they are in a folder at both churches and in both halls). All completed Child Safe Incident Report Forms will be forwarded to the Vicar or Child Safety Officer. Kooyoora Ltd will also be notified.

The Vicar and Child Safety Officer are responsible for

- Ensuring the immediate response was sufficient and take any further action needed ensuring a Child Safe Incident Report Form is completed fully
- Providing confirmation to the reporter that all required steps have been completed to manage the incident until it is closed off, whilst maintaining privacy and confidentiality obligations.

Critical incidents must be reported to the Vicar who will contact Kooyoora.

The Parish has external reporting requirements, including legal reporting obligations. All Reportable Conduct incidents that require external authority notification to the Commission for Children and Young People must be reported to the Vicar.

Sharing Information (Confidentiality and Privacy)

The Parish maintains the confidentiality and privacy of all concerned (including the alleged perpetrator), except if doing so compromises the safety or wellbeing of the child or young person and/or investigation of the allegation. After an incident has been reported and where appropriate, the information-sharing process with a child / young person, their families and involved people will begin as soon as reasonably possible. The process will be adapted to fit the child / young person, family and the needs of key people and the requirements of any investigation processes. Where police and/or child protection are involved, the Parish will provide the authorities with information about the incident to assist them in their investigations.

Where clergy, employees, volunteers or parishioners are involved in breaches of the Code of Conduct or Child Safe Policy, the Vicar (if not the clergy person against whom a complaint is made) will advise regarding action taken, if appropriate.

If the incident has reached the threshold to report to external agencies, our Parish will consult with the relevant child protection authority / police to determine what information can be shared with parents/ care givers. This can include:

- Not contacting the parents / care givers in circumstances where they have alleged to have been engaged in the abuse, or, the child is a mature minor and does not wish their parent/care giver to be contacted
- Contacting the parents / care givers and provide agreed information as soon as possible.

Police and/or child protection will be consulted about the disclosing of information to child / young person, their families and relevant Parish people.

The decision to share information will consider:

- Whether the ongoing safety of those involved in or impacted by the incident is compromised by the sharing or non-sharing of information
- The advice of police and child protection (care will be taken not to compromise their investigations)
- The rights of those impacted by the incident to privacy, confidentiality, procedural fairness and a presumption of innocence in accordance with employment law, and
- The need (of those potentially impacted by the incident) to know of the incident.

Definitions

Aboriginal and Torres Strait Islander Child	A person under the age of 18 years who identifies as Aboriginal and/or Torres Strait Islander Person
Bullying	Bullying involves the inappropriate use of power by one or more persons over another less powerful person or group and is generally an act that is repeated over time. Bullying has been described by researchers as taking many forms which are often interrelated and include: Verbal (name calling, put downs, threats); Physical (hitting, punching, kicking, scratching, tripping, spitting); Social (ignoring, excluding, ostracising, alienating); and/or Psychological (spreading rumours, stalking, dirty looks, hiding or damaging possessions).
Child or young person	A person under the age of eighteen
Child Safe Organisation	An organisation that meets the child safe standards by proactively taking measures to protect children from abuse.
Child Safe Standards	The Child Safe Standards are designed to drive cultural change in organisations, so that protecting children from abuse is embedded in the everyday thinking and practice of leaders, employees and volunteers; provide a minimum standard of child safety across all organisations; and highlight the role all organisations have in keeping children safe from abuse.
Child Safety	In the context of the Child Safe Standards, child safety means measures to protect a child from abuse
Emotional or psychological abuse	Emotional or psychological abuse occurs when a child does not receive the love, affection or attention they need for healthy emotional, psychological and social development. Such abuse may involve repeated rejection or threats to a child. Constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule and rejection or continual coldness are all examples of emotional abuse. These behaviors continue to an extent that results in significant damage to the child or young person's intellectual or emotional wellbeing and development.
Family violence	Family violence occurs when children are forced to live with violence between adults in their home. It is harmful to children. It can include witnessing violence or the consequences of violence. Family violence is defined as violence between members of a family or extended family or those fulfilling the role of family in a child or young person's life. Exposure to family violence places children and young people at increased risk of physical injury and harm and has a significant impact on their wellbeing and development.
Grooming	Grooming is a term used to describe what happens when a perpetrator of abuse builds a relationship with a child with a view to abusing them at some stage. There is no set pattern in relation to the grooming of children. For some perpetrators, there will be a lengthy period of time before the abuse begins. The child may be given special attention and, what starts as an apparently normal display of affection, such as cuddling, can develop into sexual touching or masturbation and then into more serious sexual behaviour. Other perpetrators may draw a child in and abuse them relatively quickly. Some abusers do not groom children but abuse them without forming a relationship at all. Grooming can take place in any setting where a relationship is formed, such as leisure, music, sports and religious activities, or in internet chatrooms, in social media or by other technological channels.
Harm	Harm to a child, is any detrimental effect of psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by: Physical abuse psychological or emotional abuse or neglect; sexual abuse or exploitation; a single act, omission or circumstance; and a series or combination of acts, omissions or circumstances.

Kooyoora Ltd	Kooyoora Ltd is the professional standards body employed by the Anglican Diocese of Melbourne. They are independent and handle complaints, screening, training and provide redress management.
Neglect	Neglect is the persistent failure or deliberate denial to provide the child with the basic necessities of life. Such neglect includes the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention or supervision to the extent that is or is likely to be, significantly harmed. Categories of neglect include physical neglect, medical neglect, abandonment or desertion, emotional neglect and educational neglect. The issue of neglect must be considered within the context of resources reasonably available.
Physical abuse	Physical abuse occurs when a person subjects a child to non-accidental physically aggressive acts. The abuser may inflict an injury intentionally or inadvertently as a result of physical punishment or the aggressive treatment of a child. Physically abusive behavior includes (but is not limited to) shoving, hitting, slapping, shaking, throwing, punching, biting, burning, excessive and physically harmful over training, and kicking. It also includes giving children harmful substances such as drugs, alcohol or poison. Certain types of punishment, whilst not causing injury can also be considered physical abuse if they place a child at risk of being hurt. Physical abuse also includes threats to physically harm.
Physical Violence	Physical violence committed against, with or in the presence of a child can fall into two categories. Physical violence can be either: actual physical violence - a worker or volunteer intentionally or recklessly uses physical force against, with, or in the presence of a child without a lawful reason, which has the ability to cause injury or harm to the child. Actual physical violence can include hitting, punching, kicking, pushing or throwing something that strikes a child or another person. apprehended physical violence - a worker or volunteer intentionally or recklessly engages in conduct or behaviour against, with, or in the presence of a child that is capable of causing a child to think that physical force is about to be used against them or another person. This could include words, gestures or actions that cause a child to believe physical force is about to be used against them, regardless of whether or not the worker or volunteer actually intended that any physical force would be applied.
Reasonable belief	A reportable allegation is made where a person makes an allegation, based on a reasonable belief, that a worker or volunteer has committed reportable conduct or misconduct that <i>may</i> involve reportable conduct. This includes where a reportable allegation is made against the head of the organisation. A reasonable belief is more than suspicion. There must be some objective basis for the belief. However, it is not the same as having proof and does not require certainty. For example, a person is likely to have a reasonable belief if they: observed the conduct themselves heard directly from a child that the conduct occurred received information from another credible source (including another witness). Heads of entity do not need to agree with or share the belief that the alleged conduct has occurred. However, they do not need to notify the Commission about the allegation if it is plainly wrong or has no basis at all in reality.
Reasonable steps	Adults may breach duty of care towards a child or young person if they fail to act in the way a reasonable or diligent professional would have acted in the same situation. In relation to suspected child abuse, reasonable steps may include (but are not necessarily limited to): acting on concerns and suspicions of abuse as soon as practicable, seeking appropriate advice or consulting with other professionals or agencies when the unsure of what steps to take, reporting the suspected child abuse to appropriate authorities such as Police or Child Protection, arranging counselling and/or other appropriate support for the child, providing ongoing support to the child and sharing information with other personnel who will also provide care and support.
Reportable Conduct	There are five types of 'reportable conduct' listed in the <i>Child Wellbeing and Safety Act 2005</i> : sexual offences (against, with or in the presence of, a child)

	<p>sexual misconduct (against, with or in the presence of, a child) physical violence (against, with or in the presence of, a child) behaviour that causes significant emotional or psychological harm significant neglect.</p>
Sexual abuse	<p>Sexual abuse occurs when an adult or a person of authority (eg older) involves a child in any sexual activity. Perpetrators of sexual abuse take advantage of their power, authority or position over the child or young person for their own benefit. It can include making sexual comments to a child, engaging children to participate in sexual conversations over the internet or on social media, kissing, touching genitals or breasts, oral sex or intercourse with a child. Encouraging a child to view pornographic magazines, websites and videos is also sexual abuse. Engaging children to participate in sexual conversations over the internet is also considered sexual abuse.</p>
Sexual exploitation	<p>Sexual exploitation is a form of sexual abuse where offenders use their power, (physical, financial or emotional) over a child or young person, or a false identity, to sexually or emotionally abuse them. It often involves situations and relationships where children and young people receive something (food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money etc.) in return for participating in sexual activities. Sexual exploitation can occur in person or online, and sometimes the child or young person may not even realise they are a victim.</p>
Sexual Misconduct	<p>'Sexual misconduct' captures a broader range of inappropriate behaviours of a sexual nature that are not necessarily criminal. Sexual misconduct refers to conduct that: amounts to misconduct is of a sexual nature, and occurred against, with, or in the presence of, a child.</p>
Sexual Offences	<p>In Victoria, it is an offence to engage in certain sexual behaviours against, with or in front of, a child. Many of these behaviours are reportable conduct under the Reportable Conduct Scheme. This includes: sexual assault indecent acts possession of child abuse material 'grooming' a child in order to commit a sexual offence. A full list of the relevant sexual offences is set out in clause 1 of Schedule 1 to the <i>Sentencing Act 1991</i>. NOTE: A worker or volunteer does not need to be charged with, or found guilty of, a sexual offence for their behaviour to be reportable conduct.</p>
Significant Neglect	<p>Significant neglect occurs when there is a significant, deliberate or reckless failure to meet the basic needs of a child in circumstances where the adult understood the needs of the child, or could have understood those needs if they had turned their mind to the question, and had the opportunity to meet those needs but failed to do so. Examples of different types of neglect could include: Supervisory neglect: This may occur when a person responsible for the care of a child in unable or unwilling to exercise adequate supervision or control of the child or young person, or fails to seek or comply with appropriate medical treatment. Physical neglect: This may occur where there is the failure to meet a child's physical needs including the provision of adequate and appropriate food, clothing, shelter or physical hygiene needs. Educational neglect: This may occur when there is a failure to ensure that a child's formal education needs are being met. Emotional neglect: This may occur where there is a failure to provide adequate nurturing, affection encouragement and support to a child.</p>

Support

Supporting the needs of those impacted by the incident should include considerations of cultural

safety and wellbeing for:

- The child/young person and their family (this includes any specific support needs for those from an Aboriginal and Torres Strait Islander; Culturally and Linguistically Diverse; or person with a disability background; LGBTQI+, or a child or young person who is unable to live at home);
- Parish employees or volunteers and other children who witness and/or reported the incident
- Any employee or volunteer or parishioner against whom a complaint is made
- Other parishioners or volunteer impacted by the incident.

Roles and Responsibilities

<p>Vicar, The Revd Nicholas Wallace</p>	<ol style="list-style-type: none"> 1. Promote regular discussion of child safety as everyone’s responsibility 2. Ensure that the Parish has access to and are aware of their obligations under the relevant legislation, Code of Conduct and Child Safe policies and procedures 3. Take reasonable steps to identify any potential risks to child safety and wellbeing and that these risks are removed or minimised 4. Ensure that all relevant employees, volunteers or parishioners receive and undertake necessary Diocese-based safe ministry training 5. Receive any child safety concerns and refer where required to the relevant authority depending on the urgency of the issue 6. Act to protect a child or young person and initiate internal processes for reporting and/or investigation of allegations 7. Receive and check any Child Safe Incident Report Forms 8. Review and receive documentation, maintain confidential records and participate in investigation processes if and when required 9. Ensure that confidentiality and privacy of all personal information is maintained.
<p>Child Safety Officer, Shirley Bird 0459 505 068</p>	<ol style="list-style-type: none"> 1. Work with the Vicar on child safety matters 2. Provide organisational support with regard to child safety 3. Support the notification of child safety concerns or allegations to the relevant authorities 4. Assist alleged victims and their families to access counselling and support services 5. Provide guidance and support to affected employees, volunteers or parishioners
<p>Employees, volunteers, parishioners, and contractors</p>	<ol style="list-style-type: none"> 1. Be aware of, and understand their obligations under the relevant legislation, Code of Conduct and Parish policies and procedures in relation to child safety and wellbeing 2. Relevant employees and volunteers to have WWCCs 3. Provide an environment where children and young people feel safe, empowered, and can participate 4. Participate in relevant safe ministry training required by the Diocese 5. Report all concerns and reasonable beliefs in relation to a child or young person being abused or at risk of being abused to the Vicar 6. <i>All employees, volunteers, parishioners or contractors are required to report child abuse whether it has or is, suspected to have taken place in the home, community or in any Parish facility.</i>
<p>Parish Council</p>	<ol style="list-style-type: none"> 1. Oversee the implementation of the Child Safe Policy, Child Safe Policy and: 2. Ensure a child safe culture is a key focus and commitment across the Parish 3. Develop documents required for implementation of the CSS monitor compliance and non-compliance activities as they relate to the agreed CSS 4. Provide leadership and guidance pertaining to any potential breaches of CSS policy and procedures 5. Review Parish practice and develop recommendations arising out of any breaches to the CSS policy and procedures

Communication and Training

The Parish will communicate the Child Safe Policy and its requirements to children, young people and their families, employees, relevant volunteers and parishioners. The Parish ensures all new employees and volunteers are informed and supported to understand our Child Safe policies and procedures. The Parish will ensure that copies of this policy and Code of Conduct are available on the Parish website as well as in hard copy.

All relevant employees (including clergy) and volunteers will undertake Diocese-required safe ministry training.

Evaluation

This policy will be reviewed every two years, in consultation with volunteers and parents / guardians. Some circumstances may prompt an early review, including but not limited to legislative changes, organisational changes, Diocese requirements, incident outcomes and other matters deemed appropriate by Parish Council and the Vicar.

Appendix 1 – Key indicators of abuse

ABUSE CATEGORY	PHYSICAL INDICATORS	BEHAVIOURAL INDICATORS
Physical	<p>Unexplained: Cuts Abrasions, Bruising or Swelling Burns, scalds, cigarette burns, rope burns or marks on arms, legs, neck or torso Fractures, strains or sprains and/or dislocation of limbs Recurrent Injuries Mouth, Teeth or Dental injuries Ear or Eye injuries Sickness/nausea covering themselves with clothes inappropriate to weather conditions Bite Marks Disclosure of physical violence or threats of physical violence</p>	<p>Avoidance and/or fear of a particular person or staff member Sleep disturbances Sudden or marked changes in: behaviour and/or demeanour (eg: mood swings, uncharacteristic aggression) daily routine appetite Unusual passivity and/or withdrawal Self-harm and/or suicide attempts Inappropriate explanations of how injuries occurred Excessive compliance to staff Rough handling of others and/or objects</p>
Sexual	<p>Direct or indirect disclosure of abuse or assault Trauma to breasts, buttocks, lower abdomen, thighs or genitalia Difficulty walking or sitting down Pain, itching, bleeding and/or discharge in genital and/or anal area; bruising. Self-harm, abuse, suicide attempts Torn, stained or blood-stained underwear or bedclothes Sexually transmitted diseases, pregnancy Unexplained money or gifts Recurrent pain on passing urine or faeces</p>	<p>Sleep disturbances Inappropriate or unusual sexual behaviour or knowledge Sudden or marked changes in: eating patterns social patterns behaviour or temperament (ie: anxiety attacks, panic attacks, clinical depression, refusal to attend usual places such as work, school, respite, going to bed fully clothed, excessive compliance to staff, inappropriate or excessive masturbation)</p>
Psychological	<p>Speech disorders Delay in physical development, failure to thrive Injuries sustained from self-harm or abuse and/or suicide attempts Anxiety attacks</p>	<p>Self-Harm and or self-abusive behaviours Challenging or aggressive behaviour Excessive compliance to staff Very low self-esteem or feelings of worthlessness Clinical depression Marked decline in interpersonal/social skills Extreme attention seeking behaviour</p>
Neglect	<p>Physical wasting or at unhealthy weight level Poor dental and/or hygiene health Recurrent wear of same, ill-fitting and/or dirty clothes or clothes not suitable for weather conditions Food is consistently poor quality, insufficient, inedible and/or unappetising Persistent illnesses without appropriate medical treatment Persistent infestations such as scabies or headlice</p>	<p>Constant tiredness Persistent hunger Unexpected poor skills - social and/or interpersonal, communication and others Consistent failure to attend appointments, events, activities Persistently denied opportunities to socialise with others in the community Excessively clingy or fearful</p>
Family Violence	<p>Eating and sleeping difficulties Problems with concentration Inability to play constructively Clinginess Defiant behaviour, temper tantrums,</p>	<p>Fearfulness Adjustment problems Developmental delay Physical complaints Overly compliant behaviour</p>

**THE ANGLICAN PARISH OF ST. JOHN SORRENTO WITH ST. ANDREW RYE
CHILD SAFE POLICY**

	rebellious and aggressive behaviour Physical abuse of others Cruelty to pets and/or other animals Academic failure, drop out of school Delinquency and/or offending Substance abuse Eating disorders Depression, suicide ideation and/or attempt	Withdrawal, loss of interest in social activities Self-harm Poor school performance Use of controlling behaviours Distrust of adults Violent behaviours, violence toward a parent/care giver particularly mother) Early pregnancy
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Child Safety Standards Reporting Process

During the course of your work or volunteering you may observe, hear or be informed about suspected child abuse (sexual, physical, emotional, psychological, neglect or grooming).

Note: Immediate danger and risk is any direct concerns for any physical harm or sexual abuse to a child

Call 000 if a child is in immediate danger

Who Can Report?

Employee or Volunteer

Child

Parent or Bystander

What to report?

Any child safety concerns, including:

- disclosure of abuse or harm
- allegation, suspicion or observation
- breach of Code of Conduct
- environmental safety issues.

How?

Use choice of: face to face verbal report, written report, letter, email, phone conversation, meeting as soon as possible. A Child Safe Incident Report is available and should be used if possible.

Who to?

Vicar, Child Safety Officer, Kooyoora Ltd, or the Commission for Children and Young People. If the child or young person is in immediate danger, ring the Police on 000.

What happens next?

The Vicar and/or Child Safety Officer will:

offer support to the child, the parents, the person who reports and the accused person initiate internal processes to ensure the safety of the child, clarify the nature of the complaint decide, in accordance with legal requirements and duty of care, whether the matter should / must be reported to the police or Child Protection and make report as soon as possible if required.

Outcome

Investigation; outcome decided; relevant staff, volunteers, parents and child notified of outcome of investigation; policies, procedures updated where necessary.

Date of Current Policy	18 July 2022
Responsibility	The Revd Keiron Jones, Vicar The Revd Christine Barren, Deacon / Child Safe Officer Parish Council
Review Date	July 2024

RELEVANT LEGISLATION / DOCUMENTATION

Children Legislation Amendment (Reportable Conduct) Act 2017

Child Wellbeing and Safety Act 2005

Commission for Children and Young People Act 2012

United Nations Convention on the Rights of the Child

National Framework for Protecting Australia's Children

Australian Human Rights Commission National Principles for Child Safe Organisations

Victoria Child Safe Standards Act 2015 (including the 2022 Amendment)

Public Interest Disclosures Act 2012

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Deacon: The Revd Christine Barren, 0459 505 068, sunningfields62@gmail.com

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Office Hours: 8.30am – 12.00pm, Wednesday – Friday

St. John's Sorrento: 23 King Street, Sorrento, 3929

St. Andrew's Rye: 1 Rye Road, Rye, 3926