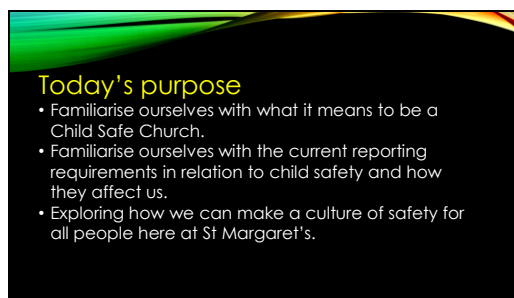


Slide 1



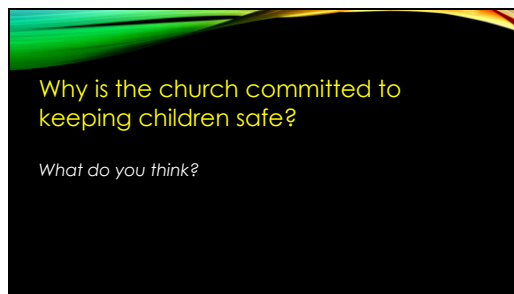
Slide 2



#### Today's purpose

- Familiarise ourselves with what it means to be a Child Safe Church.
- Familiarise ourselves with the current reporting requirements in relation to child safety and how they affect us.
- Exploring how we can make a culture of safety for all people here at St Margaret's.

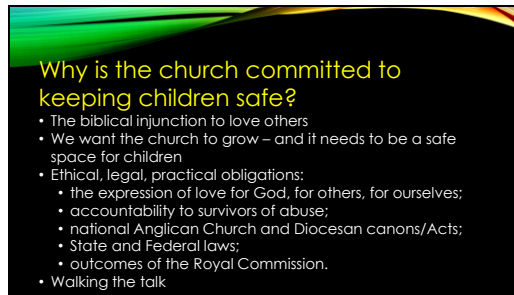
Slide 3



Why is the church committed to keeping children safe?

*What do you think?*

Slide 4



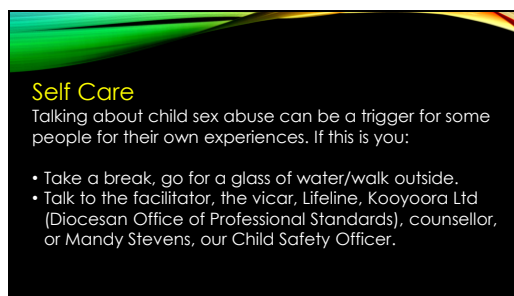
**Why is the church committed to keeping children safe?**

- The biblical injunction to love others
- We want the church to grow – and it needs to be a safe space for children
- Ethical, legal, practical obligations:
  - the expression of love for God, for others, for ourselves;
  - accountability to survivors of abuse;
  - national Anglican Church and Diocesan canons/Acts;
  - State and Federal laws;
  - outcomes of the Royal Commission.
- Walking the talk

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Slide 5



**Self Care**

Talking about child sex abuse can be a trigger for some people for their own experiences. If this is you:

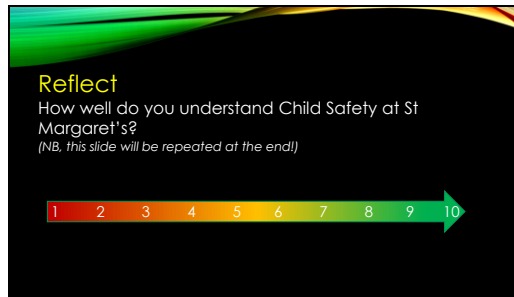
- Take a break, go for a glass of water/walk outside.
- Talk to the facilitator, the vicar, Lifeline, Kooyoora Ltd (Diocesan Office of Professional Standards), counsellor, or Mandy Stevens, our Child Safety Officer.

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Slide 6

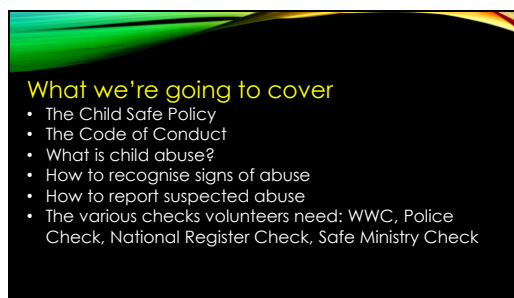


Reflect

How well do you understand Child Safety at St Margaret's?

(NB, this slide will be repeated at the end!)

Slide 7



What we're going to cover

• The Child Safe Policy

• The Code of Conduct

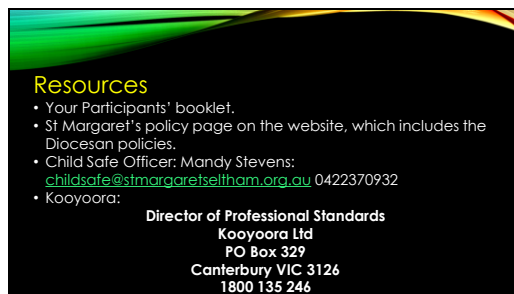
• What is child abuse?

• How to recognise signs of abuse

• How to report suspected abuse

- The various checks volunteers need: WWC, Police Check, National Register Check, Safe Ministry Check

Slide 8



Resources

• Your Participants' booklet.

• St Margaret's policy page on the website, which includes the Diocesan policies.

• Child Safe Officer: Mandy Stevens:

[childsafestmargaretseltham.org.au](mailto:childsafestmargaretseltham.org.au) 0422370932

- Kooyoora:

**Director of Professional Standards**

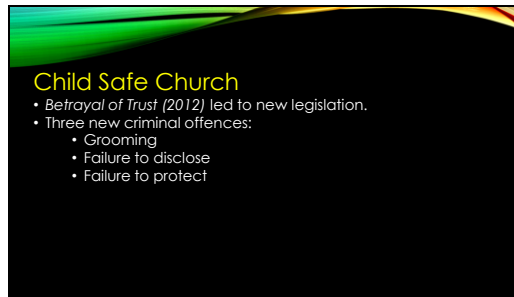
**Kooyoora Ltd**

**PO Box 329**

**Canterbury VIC 3126**

**1800 135 246**

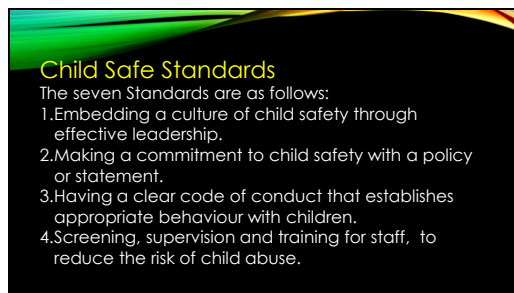
## Slide 9



### Child Safe Church

- In 2012 the Victorian Government's inquiry into how churches and other organisations handled child sexual abuse claims resulted in the report *Betrayal of Trust*.
- It also resulted in three new criminal offences:
  - Grooming
  - Failure to disclose
  - Failure to protect
- *Betrayal of Trust* also led to the Child Safe Standards legislation, which is aimed at changing the culture of organisations to be safe for children.

## Slide 10

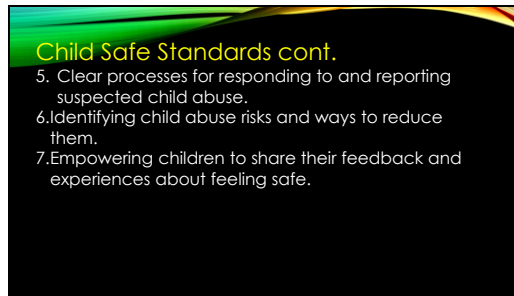


### Child Safe Standards

The seven Standards are as follows:

- Embedding a culture of child safety through effective leadership.
- Making a commitment to child safety with a policy or statement.
- Having a clear code of conduct that establishes appropriate behaviour with children.
- Screening, supervision and training for staff, to reduce the risk of child abuse.

Slide 11



**Child Safe Standards cont.**

- 5. Clear processes for responding to and reporting suspected child abuse.
- 6. Identifying child abuse risks and ways to reduce them.
- 7. Empowering children to share their feedback and experiences about feeling safe.

Child Safe Standards cont.

- Clear processes for responding to and reporting suspected child abuse.
- Identifying child abuse risks and ways to reduce them.
- Empowering children to share their feedback and experiences about feeling safe.

In this training we're not going into any depth with these standards. However, what we're looking at today is based on the Child Safe Policy and Code of Conduct which embrace these standards.

Slide 12



**Diversity**

The Child Safe Standards recognise the vulnerability of children from diverse backgrounds, such as:

- Aboriginal and Torres Strait Islander
- Ethnically, culturally, and linguistically diverse
- Disability

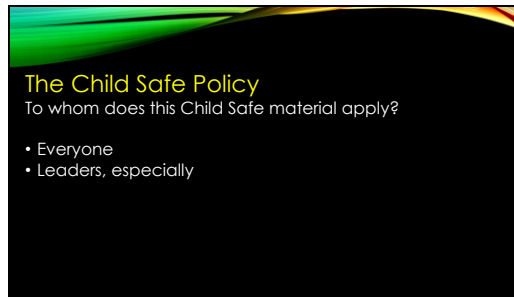
Diversity

The Child Safe Standards recognise the vulnerability of children from diverse backgrounds, such as:

- Aboriginal and Torres Strait Islander
- Ethnically, culturally, and linguistically diverse
- Disability
- Same-sex attraction, intersex or gender diverse

*We are committed to the cultural safety of Aboriginal children, the cultural safety of children from culturally and/or linguistically diverse (CALD) backgrounds, and to providing a safe environment for children with a disability.*

Slide 13



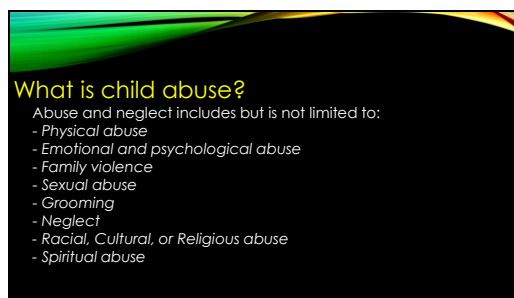
- Everyone
- Leaders, especially

## The Child Safe Policy

To whom does this Child Safe material apply?

- Everyone
- Everyone needs to be aware of the Child Safe Policy – so we can make a safe church, a safe space for all.
- Leaders must be conversant in the details of the Policy in order that all activities may be safe for children.

Slide 14



- Abuse and neglect includes but is not limited to:
- Physical abuse
  - Emotional and psychological abuse
  - Family violence
  - Sexual abuse
  - Grooming
  - Neglect
  - Racial, Cultural, or Religious abuse
  - Spiritual abuse

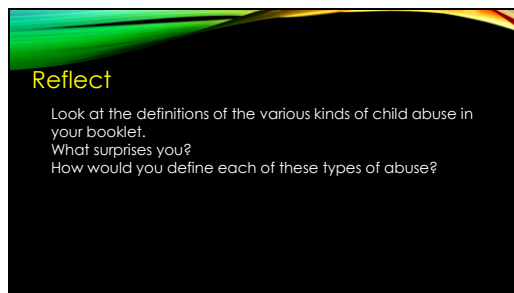
Making the church a safe space for children

## What is child abuse?

Abuse and neglect includes but is not limited to:

- *Physical abuse*
- *Emotional and psychological abuse*
- *Family violence*
- *Sexual abuse*
- *Grooming*
- *Neglect*
- *Racial, Cultural, or Religious abuse*
- *Spiritual abuse*

Slide 15



## Reflect

Look at the definitions of the various kinds of child abuse in your booklet.  
What surprises you?  
How would you define each of these types of abuse?

Reflect

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Slide 16



## Indicators of harm

We are not child assessment professionals. Our role is to be aware and if we have concerns to speak to the Child Safety Officer or the Vicar while maintaining strict confidentiality, because the behaviour may have nothing to do with abuse.

The impact of harm is not always easy to see. Behavioural changes can be warning signs and workers need to look beyond the behaviour for explanations. Recognising signs of harm in a child does not mean that harm is definitely happening – the signs may reflect other issues.

Slide 17



There are three indicators of harm of children which may be observed by workers. These are:

- verbal disclosures (eg 'I know someone who has been touched in a bad way')
- physical signs (injuries, poor hygiene, acting out sexually), and
- behavioural indicators (for example, emotional problems e.g. extremely anxious or depressed; severe mood swings; change in performance or behaviours).

Slide 18

**Being aware**  
Refer to the list in the booklet

- What have you done in the past you might not do now?
- What would have been seen as appropriate in the past not appropriate now?
- Is there anything here you don't understand why it's inappropriate?
- What is likely to happen here? Is there anything here which has happened in the past?
- If this is part of your behaviour, whose need is it meeting?

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Slide 19

**What should I report?**  
There are 5 types of 'reportable conduct':

- sexual offences committed against, with or in the presence of a child
- sexual misconduct committed against, with or in the presence of a child
- physical violence against, with or in the presence of a child
- any behaviour that causes significant emotional or psychological harm to a child
- significant neglect of a child

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Slide 20

**What do I do...**  
...if someone discloses abuse? Or you notice a child exhibiting behaviours that may indicate child abuse, or if you observe someone engaged in inappropriate behaviour with a child?

What do I do...

...if someone discloses abuse? Or you notice a child exhibiting behaviours that may indicate child abuse, or if you observe someone engaged in inappropriate behaviour with a child?

(thoughts?)



Slide 21

**What to do...**

**How to respond appropriately to a disclosure:**  
**When a person tells you of harm which has been done to them –**

- Don't panic! Take a deep breath.
- stay calm
- listen carefully
- allow the person to continue at his/her own pace
- reassure the person that he/she has done the right thing
- tell them they are not to blame for the abuse
- tell them that you will do what you can to help report the abuse.

What to do...

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Slide 22

**What not to do...**

**Do not –**

- dismiss the concerns
- panic
- ask for more information
- promise not to tell anyone or keep it a secret
- make negative comments about the accused person
- make assumptions or speculate
- disclose details to anyone except the person to whom you report the matter
- under any circumstances inform the person to whom the allegations refer.

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Slide 23

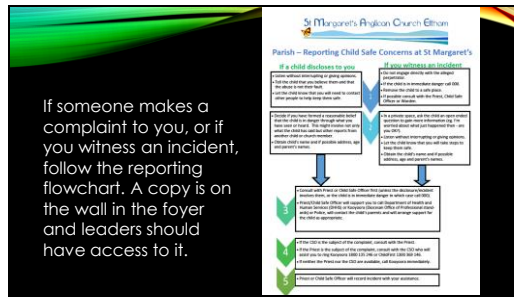
**How do I make a report?**

**If a child is in immediate danger call 000**

- 1. Who can report neglect and abuse of a child under the age of 18? Children, Parents, Staff and Volunteers**
- 2. What sort of things must be reported? Any child safety concerns should be reported, including:**  
 Disclosure of abuse of harm  
 Allegations, suspicions or observations  
 Environmental safety issues  
 Breaches of the Code of Conduct
- 3. Any suspicions or reports of child abuse must be reported to:**

**Professional Standards**  
 the Anglican Diocese of Melbourne takes all complaints of misconduct very seriously.  
 If you want to make a complaint please telephone  
**Kooyoora Ltd.**  
**1800 135 246**

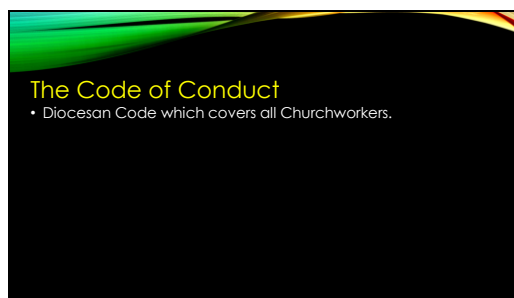
## Slide 24



If someone makes a complaint to you, or if you witness an incident, follow the reporting flowchart. A copy is on the wall in the foyer and leaders should have access to it.

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## Slide 25

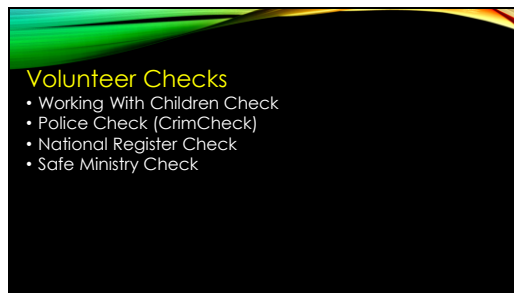


The Code of Conduct

Covers:

- Standards expected of all of us from the top down
- Guidelines for physical touch, among other things
- Policy for electronic communication with youth
- Under the Diocesan policy, everyone who is a Churchworker who has, or potentially may have contact with children, needs to sign this Code of Conduct as a condition of holding that office.

## Slide 26



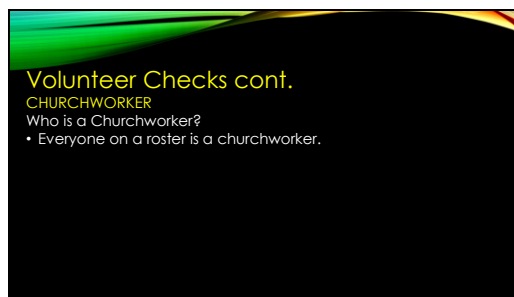
Volunteer Checks

Working With Children Check

- For all Churchworkers and anyone who may have contact with children
- Police Check (CrimCheck)
  - For all Churchworkers with potential contact with children, and for anyone who deals with finances, or who holds a position of responsibility
- National Register Check

- For all officeholders (wardens, parish councillors, treasurer, finance committee, counters) and anyone who is in a ministry role directly involving children
- Safe Ministry Check
  - For anyone engaged in a ministry directly involving children

Slide 27



Volunteer Checks cont.

## CHURCHWORKER

Who is a Churchworker?

- Everyone on a roster is a churchworker.
- Official definition from *Professional Standards Act 2009*: A Churchworker is anyone “holding a position or performing a function, whether voluntarily or for payment with the actual or apparent authority of a Church authority or Church body...”. A more detailed list of who that includes is found in the PSA2009 Section 3.1.

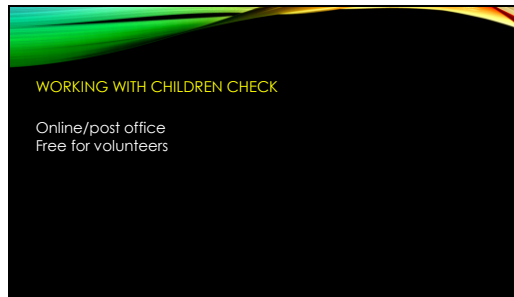
OR

(According to the Professional Standards Uniform Act 2016 – Schedule 1):

*Unless the context otherwise requires, the expression “Church worker” means a person who is or was at any relevant time—*

- *a prescribed Church worker or a Church volunteer; and*
- *(b) resident in the Diocese or holding a licence or permission to officiate or other authority from a Church authority*

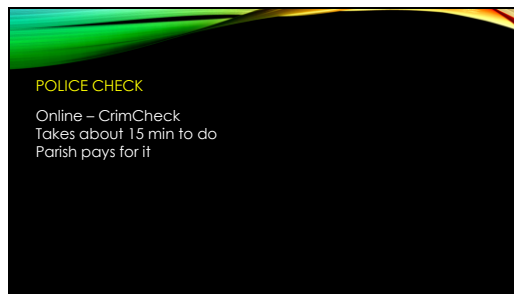
Slide 28



## WORKING WITH CHILDREN CHECK

- This check is completed by going online and filling out a page, and then taking ID down to the post office to have it verified and entered in the system. There is no cost to volunteers for this check.
- Instructions are available in your booklet.
- If you don't have access to the internet or feel intimidated by technology, please speak to a parish councillor, make an appointment with Jen, Keren, or Mary, and one of us will help you walk through the process.
- If you already have a WWC, you will need to log on and add St Margaret's as one of the organisations for which you hold the Check.

Slide 29



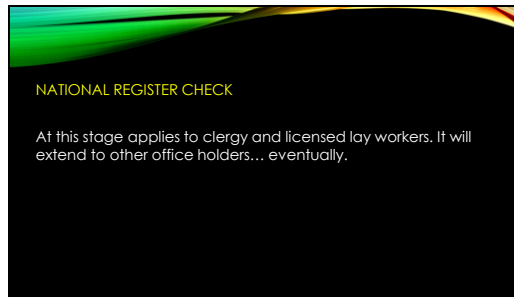
## POLICE CHECK

This check is completed by one of our Parish CrimCheck administrators sending you a link. As with the Working With Children Check, you will need to bring your ID documents to the CrimCheck administrator for verification. There is no cost to you for this; the parish covers the \$16 necessary.

Instructions are available in your booklet.

If you don't have access to the internet or feel intimidated by technology, please speak to a Keren or Jen (currently the CrimCheck Admin for the parish).

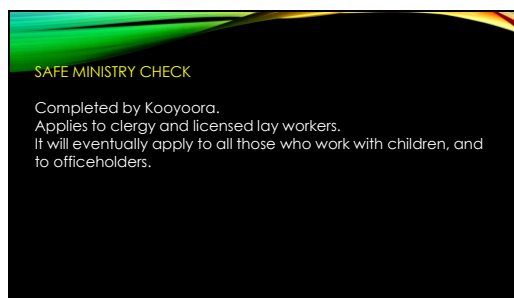
Slide 30



## NATIONAL REGISTER CHECK

This check is completed by Kooyoora Ltd, the Diocese' Professional Standards Office. This check is completed de rigeur for clergy and licensed lay people. We are still awaiting instruction from the Diocese for how to do this check for other office holders.

Slide 31

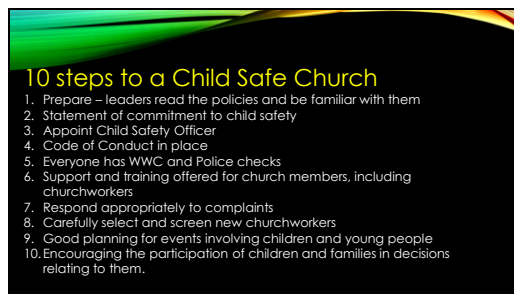


## Safe Ministry Check

This check is completed by Kooyoora Ltd, the Diocese' Professional Standards Office. This check is completed de rigeur for clergy and licensed lay people. We are still awaiting instruction from the Diocese for how to do this check for other office holders.

It will likely involve an online form/survey to click through. Appropriate support will be provided for those who are not tech savvy.

Slide 32

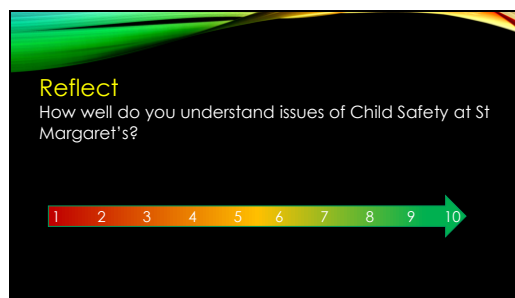


## 10 steps to a Child Safe Church

- Prepare – leaders read the policies and be familiar with them
- Statement of commitment to child safety
- Appoint Child Safety Officer
- Code of Conduct in place
- Everyone has WWC and Police checks
- Support and training offered for church members, including churchworkers
- Respond appropriately to complaints
- Carefully select and screen new churchworkers
- Good planning for events involving children and young people

- Encouraging the participation of children and families in decisions relating to them.

Slide 33



Reflect

How well do you understand issues of Child Safety at St Margaret's?

Slide 34

