



## ANGLICAN DIOCESE OF MELBOURNE CHILD SAFETY POLICY FOR CHILDREN

### Purpose

The safety of children and young people at the Anglican Diocese of Melbourne (**Church**) is very important. We want the Church to be a safe place for all children and young people.

This Policy aims to protect children and young people and keep them safe.

You have the right to feel safe and be safe at all times at Church. This includes all Church activities like Kids Church, youth group, and holiday programs. Nobody is allowed to hurt you, make you feel unsafe, or make you feel scared or uncomfortable. You have the right to have a say in decisions that affect you.

This Policy tells you who to talk to if someone hurts you, if you do not feel safe or if you feel scared.

At Church, we are here to listen to you and to help you. We want you to tell us if you have been hurt, if you feel unsafe or if you feel scared.

### Scope

The Policy applies to all Staff and children.

The Policy is also on our website.

### Definitions

“**Child**”, “**children**” or “**young person**” means a child or young person who is under 18 years old.

“**Staff**” means all people working at Church, including employees, volunteers, and people appointed to ministry.

### Policy

This Policy sets out how the Church will try to keep you safe, and where you can go if you need help or information. It also sets out your rights as a child or young person and tells you how Staff at Church must behave.

We want you to tell us if someone doesn't follow this Policy or does something that is not allowed, so that we can tell them to stop or ask them to leave. The Church wants to make sure you and other children and young people are safe. That means that we will listen to you, believe you, and take you seriously.

Friendships are very important and children and young people are allowed to meet and enjoy time together with their friends. The Church will support your friendships, and Staff will not accept bullying or behaviour that makes you feel left out.

### Your Rights

You have a right to:

- be safe and not be hurt or harmed by anyone;
- be safe at any Church activity and online;
- help us make decisions that affect you. We want you to tell us your ideas and give us your opinion;
- be heard. We will listen to you when you speak;

- be treated fairly, respectfully, and with kindness, no matter who you are;
- enjoy your culture by talking about your culture and not feeling scared or embarrassed. You have a right to be treated fairly, no matter where you or your family are from, and no matter what you look like or what language you speak;
- your privacy and your friendships; and
- understand information about your rights and any Church policies and procedures that affect you.

### **What to do if you feel unsafe**

If anyone at Church makes you feel unsafe, we want you to tell us. Sometimes children know things that adults might not know. We will listen, we will take you seriously and we will take action. At Church we have Child Safety Officers whose job is to help you be safe. If you feel unsafe, scared, or you have been hurt, we want you to tell a Child Safety Officer. Their name is [parish CSO] and their phone number is [XX].

If you don't feel comfortable telling a Child Safety Officer, we want you to tell another adult in your life, like your mum, your dad, a teacher, a grandparent, a carer or any other person you feel comfortable to tell.

If you don't feel comfortable telling an adult, you can tell a friend you trust. You can ask your friend to help you tell a Child Safety Officer or another adult in your life. When you tell an adult, you could use words or even draw a picture.

The Church will believe you and listen to your story.

### **When someone doesn't follow this Policy**

If you think a Staff member has done something that is not allowed, you can tell a Child Safety Officer [parish CSO name and contact details], another adult in your life or a friend you trust.

We will listen to your story, believe you and support you. We will take you seriously and we will not judge you.

### **Things staff must do**

At Church, Staff must help children and young people to feel safe and listened to. Staff must think about your cultural background, your gender, if you have a disability or need extra help, or whether you live at home with your family or live somewhere else. Staff must always think about your unique qualities and support you to feel safe and be happy. Remember, no matter who you are, you are made in God's image.

### **Things staff must not do**

Staff must not:

- hurt you –

This means Staff must not:

- |                  |  |
|------------------|--|
| - punch you      | - push you   |
| - hit you        | - pull you   |
| - call you names | - yell or swear at you   |
| - leave you out  | - make you feel bad or embarrassed about your identity (including your |

family, disability, gender, sexuality, language, culture or background).

- make you feel unsafe;
- treat you badly because of your race, culture, disability, gender or sexuality;
- touch you physically or sexually;

This means Staff must not:

- |   |  |
|---|--|
| - touch you inappropriately or in a way that makes you feel uncomfortable | - talk about things like sex or sexual body parts  |
| - massage you or let you massage them                                     | - ask you to touch them in sexual areas of the body (like the parts of the body that are usually covered by bathers) |
| - show you images about sex, body parts or nudity                         | - kiss you   |

- meet with you alone; or
- ask to be your friend on social media, send you private messages on social media or email, or comment on your posts.

## Your ideas about safety

We want you to tell us if there are other things we could do to make you feel safe. If you have any ideas about how the Church can improve the way we work with children and young people, please contact the Safe Ministry Unit. We want to hear your ideas.

We are always looking for better ways to keep children and young people safe. We review our policies and procedures often to make sure children and young people are safe.

## Who is in charge of this Policy

The Archbishop in Council and its representatives have overall responsibility for ensuring the policy and procedure is followed.

Document Owner(s):

Archbishop in Council

Approver(s):

Archbishop in Council

# Feeling safe at church

The rainbow was God's promise to keep Noah and his family safe.  
At Church, we promise to keep you safe.



**Speak up** if you feel unsafe or see something unsafe



**Ask an adult** for help if you are hurt or scared



**Friends** are real people you know, not people you meet online



**Everyone** belongs at Church and should be safe

**You can also call 000 if you feel unsafe.**