



# Child Safe Policy

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## Policy Statement

In policy, practice and making decisions which affect the safeguarding of children, the Uniting Church in Australia, Northern Synod will ensure child safety is its paramount consideration. All children who are involved in any of the Church's activities, services, events or programs have a right to feel and be safe. The Church is committed to providing safe environments where children are cared for, respected, nurtured and sustained.

We will do all in our power to safeguard children from all forms of abuse and to support them to grow and thrive as the people God calls them to be.

Abuse thrives on secrecy. To prevent child abuse across the Church, we are committed to developing and maintaining an open and aware culture and to providing the appropriate leadership and governance to support this culture. The Church commits itself to the creation and maintenance of a child safe culture to ensure the care, protection and safety of all children engaging with the Church in any of its entities.

The Church clearly affirms its commitment to upholding the law, living the Principles of a Child Safe UCA and answering the call to be a safe church for all people. This includes reporting abuse to the appropriate authorities, speaking out when we see, hear or feel that a person is not safe in our UCA care or spaces, and continually working to identify and mitigate risk of harm to a person or persons.

The Uniting Church embraces the National Principles for Child Safe Organisations adopted by the Council of Australian Governments in 2019 (available at <https://childsafe.humanrights.gov.au/>).

The Preamble to the Principles states that a child safe organisation is one that: ...creates a culture, adopts strategies, and takes action to promote child well-being and prevent harm to children and young people. A child safe organisation consciously and systematically:

- creates an environment where children's safety and wellbeing are the centre of thought, values and actions
- places emphasis on genuine engagement with, and valuing of children
- creates conditions that reduce the likelihood of harm to children and young people
- creates conditions that increase the likelihood of identifying any harm
- responds to any concerns, disclosures, allegations, or suspicions.

The Uniting Church also embraces the United Nations Convention on the Rights of the Child.

## Scope

This Policy applies to all entities and individuals associated with the Uniting Church in Australia, Northern Synod.

## Supporting Documents

The Uniting Church is guided in its operation by a set of policies in addition to this Policy, which include the Person of Concern Policy, Safe Leader's Policy, Safe Church Policy, Professional Standards and Code of Conduct for all staff, including Ministry agents, lay staff and lay leaders.

## Implementation

Councils of the Church with oversight responsibilities should ensure that bodies within their oversight implement this Policy.

## Principles and Actions for a Child Safe Uniting Church

### **1. Child safety and wellbeing is embedded in organisational leadership, governance, and culture**

The UCA, Northern Synod commits wholeheartedly and publicly to being a child safe organisation. This commitment will influence our decision-making and guide our practice. Children's voices will be listened to, and every adult who is working with children will be supported to act in the interests of children.

We commit to the following principles and actions:

- 1.1. In policy, practice and making decisions which affect the safety of children, the UCA, Northern Synod will ensure child safety is its paramount consideration.
- 1.2. Our leaders and our people will publicly commit to child safety, will model and champion child safe policies and practices and will make decisions that will support a child safe culture across our Synod.
- 1.3. Our governance arrangements will facilitate the implementation of child safe policies and practices and will set clear accountabilities.
- 1.4. We will document the standards of behaviour we expect from leaders, staff and volunteers and ensure our people accept individual and shared responsibility for the safety of children in contact with the Church.
- 1.5. We will work to understand our risk areas and develop strategies which aim to prevent and mitigate risks to children and young people.
- 1.6. We will support our people to understand their obligations for information sharing and record keeping.

## **2. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.**

The Uniting Church acknowledges children's rights, and wants to ensure children know they have a right to be and feel safe, and what to do about it if they don't. We know this means providing information to children, young people, and their families in a way that is easily understood and accessible, taking into account their age, culture and the context of our contact with them.

We commit to the following principles and actions:

- 2.1. All Uniting Church, Northern Synod entities will work to provide children, young people and their families with information about their rights, including to safety, information and participation.
- 2.2. In our interactions with and decision-making impacting on children and young people, we will recognise the importance of friendships and encourage support from peers in helping children feel safe and connected.
- 2.3. Where relevant to the setting or context, we will consider the need to ensure children have access to sexual abuse prevention information that is appropriate to their age and context.
- 2.4. We will ensure our staff and volunteers are familiar with the signs of abuse and grooming and are skilled to facilitate child-friendly ways for children to express their views and raise concerns.

## **3. Families and communities are informed and involved in promoting child safety and wellbeing**

The Uniting Church, Northern Synod acknowledges families have the primary responsibility for the upbringing of their children and that strong family, community and cultural connections create protective factors which can impact on a child's vulnerability to abuse. We will include families in our ways of working and make space for all people to voice concerns in relation to the safety of children.

We commit to the following principles and practices:

- 3.1. We will support the participation of families in decisions that affect their children and recognise the need to facilitate culturally safe spaces and ways of working.
- 3.2. We will communicate openly with children and families about our child safe approach and make sure information about that approach is accessible and available.
- 3.3. We will seek out input and feedback from children, families and communities as we develop and review our child safety policies and practices.
- 3.4. We will keep families and communities informed about our child safety approach, operations and governance.

#### **4. Diversity is respected and equity is promoted**

The Uniting Church, Northern Synod wants to be a child safe organisation, and also a child friendly organisation, where we embrace and value diversity and provide safety for all people to realise their full potential, noting this is different for everyone. We commit to equitable treatment of all people regardless of age, abilities, gender or social, economic or cultural background.

We commit to the following principles and practices:

- 4.1. The Uniting Church, Northern Synod will promote inclusion of all children, considering the diversity of their circumstances.
- 4.2. We will ensure children and young people have access to information, support and complaints processes that are accessible, easy to understand and appropriate to the age and culture of the child.
- 4.3. We commit to equitable treatment of all people regardless of age, abilities, gender or sexuality, or social, economic or cultural background.

#### **5. Our people are suitable for work with children and committed to values of child safety and wellbeing**

Recruitment and screening of all people who work with children is a vital part of keeping children safe. We will be intentional with our people, exploring values, understanding motivations for working with children and ensuring ongoing training and supervision to maintain awareness and vigilance amongst our communities.

We commit to the following principles and practices:

- 5.1. We will ensure recruitment, referee checking and screening processes for all our people include an emphasis on child safety and wellbeing.
- 5.2. All persons who need a working with children check will have a current check, including international criminal history checks where required.
- 5.3. Those working with children will receive an induction which emphasises child safe culture and sets out behavioural expectations in working with children, along with record keeping, information sharing and reporting obligations.
- 5.4. Ongoing staff support, supervision and people management will include a focus on child safety and wellbeing.

#### **6. Child focused complaints processes**

We acknowledge that to be effective, processes for raising concerns and complaints about the safety of children need to be known, simple and taken seriously. The Northern Synod processes will prioritise the safety and wellbeing of children in the way we manage and respond to complaints and concerns.

We commit to the following principles and actions:

- 6.1. The Uniting Church, Northern Synod will have an accessible, child focused complaint handling processes which clearly outline the roles and responsibilities of leadership, staff and volunteers, approaches to dealing with different types of complaints, breaches of relevant policies – including codes of conduct – and obligations to protect and report.
- 6.2. Our complaint handling process will be culturally appropriate, clear and easily understood by children and young people, and all our people.
- 6.3. Complaints will be taken seriously and responded to promptly and thoroughly. Where a complaint of abuse of a child becomes known it will be immediately reported to the authorities, including police and other statutory authorities. We will immediately take the appropriate steps to assess and minimise any further harm.
- 6.4. The Uniting Church mandates any person who is aware of, or suspects child abuse or harm to make a report to the authorities, including police and other statutory authorities, and we will support relevant authorities' investigations into any concerns about children and/or allegations of abuse or harm towards children. While investigations are being conducted, we will ensure child protection measures continue to be in place. In consultation with police and other authorities, and subject to their approval, we will conduct our own enquiries in order to identify opportunities for child safe practice improvements.
- 6.5. We will meet reporting, privacy and employment law obligations.

## **7. Our people are provided with ongoing education and training on child safety**

The UCA, Northern Synod commits to keeping child safety high on our agenda and will provide initial and ongoing education and training on child safety to those who work with children. We know this is critical to ongoing maintenance of a child safe church and to our people maintaining contemporary knowledge which supports them to make good decisions, to maintain vigilance in recognising the signs of abuse, and to support children who have concerns.

We commit to the following principles and action:

- 7.1. Our people will be trained and supported to effectively implement our child safety and wellbeing policies.
- 7.2. Our people will be given information to recognise indicators of child harm.
- 7.3. Our people will have information on how to respond effectively to disclosures or concerns of abuse by a child or another person.
- 7.4. Our people will be given information about how to build safe environments for children and young people, including environments which are safe for people of different cultures.

## **8. Physical and online environments promote safety**

The UCA, Northern Synod acknowledges physical environments and online behaviour can impact on the safety of children. We will be intentional in our assessment of risks and take steps to mitigate risk as much as possible by considering physical environments, evaluating high risk activities and making online behavioural expectations of our people very clear.

We commit to the following principles and actions:

- 8.1. Our people will identify and mitigate risks in our online and physical environments while facilitating a child's right to privacy, access to information, social connections, and learning opportunities.
- 8.2. Our people will understand their obligations in using online environments.
- 8.3. Where activities involve children, we will assess risk from the type of activity, the physical environment and the organisational setting.
- 8.4. If outside parties are engaged to provide services to us (including temporary/agency staff, procurement), we will consider the child safeguarding requirements in engaging outside parties.

## **9. Policies and procedures document child safety**

The UCA, Northern Synod acknowledges it is not enough to have in principle commitment to child safety but that these commitments must be documented in policy and procedure so there is clarity, accountability and shared understanding.

We commit to the following principles and actions:

- 9.1. Our policies and procedures will address all the child safe principles set out in this policy framework.
- 9.2. Our policies and procedures will be documented and easy to understand.
- 9.3. Development of policies and procedures will include stakeholder consultations.
- 9.4. Church leaders will champion and model compliance with policies and procedures.
- 9.5. Our people will be supported to understand, implement, and consistently apply policies and procedures.

## **10. Review and continuous improvement of policy, procedure and practice**

The UCA, Northern Synod is committed to continuous improvement and will be intentional in its review of policy, procedure, and practice. We will examine incidents and reports to identify systemic issues and take lessons from what we learn.

We commit to the following principles and actions:

- 10.1. We will monitor the implementation of our child safe policies and procedures and conduct regular reviews of our child safeguarding practices.
- 10.2. We will critically review all incidents and reports to identify causes and trends, manage risks, identify systemic issues and improve our child safeguarding policies and practices.
- 10.3. We will communicate with our people and communities on the findings of relevant reviews.

## Revisions

Version number	Date	Reason	Approved	Resolution number
1.0	28/09/2024	Created to bring consistency to the NS Policies. Supersedes V202207	SSC	SSC Minutes 7.2.i



## Appendix 1 - What we believe

The Uniting Church in Australia (the Church) believes all people, including children, are made in the image of God. As a Christian community we believe God reaches out to us in love and acceptance, and our relationships with each other should express love, care and respect (Safe Place Position Statement developed by the UCA Commission on Women and Men 1997). Central to living out the gospel is to love God and to love others. As a community of faith, we are committed to providing safe environments for all people including children, so they may live life in all its fullness. We also acknowledge the rights of children as detailed in the Convention on the Rights of the Child (United Nations 1990, Article 49) that States shall protect children from physical or mental harm and neglect, including sexual abuse and exploitation.

Children are gifts of God to be received, welcomed and to be cared for responsibly and justly. The Gospel also directs us to listen to and learn from children. In the Church's On the Way Together (1998) it is affirmed that "children in the Uniting Church in Australia are nurtured in Christian faith and discipleship, experiencing relationships which promote trust, cooperation, honesty, positive valuing of persons, responsibility and Christian service". It adds that the Church "affirms the value and the rights of children as human beings as it listens to, guides, protects, advocates for, and empowers children within its own communities and the wider community".

Unfortunately, not all children are protected from harm. Abuse occurs across all areas of society. Some adults will look to find opportunities to groom children by forming special relationships, which may become exploitative. While children, parents and the Church should be aware of 'stranger danger', most people who sexually abuse children are known to the victim through family, friends, school, sports groups, church and other community activities.

The Uniting Church in Australia abhors the crime of child abuse. To know that innocent and trusting children have been preyed upon within the Church, which is devoted to the care, protection, and wellbeing of the most vulnerable, is deeply distressing. We are committed to doing everything we can to achieve justice for those who have been abused and to create an environment where children are safe.

Some children in the care of the Church have been subjected to a variety of forms of abuse. Abuse can be perpetrated by an adult to a child or by children displaying harmful sexual behaviour. Abuse has occurred in agencies, schools, and congregations and during the conduct of associated activities.

In our Apology to the Forgotten Australians (2004) the President and Moderators of the Uniting Church stated:

*On behalf of the Uniting Church and our agencies, we apologise unreservedly for any physical, psychological or social harm that might have occurred. We deeply regret that some children were let down while in the care of the Uniting Church and former Methodist, Presbyterian, and Congregational Churches. The recent Senate Inquiry into children in Institutional Care highlighted a number of cases where children suffered at the hands of caregivers. The Inquiry painted a disturbing picture of life for many young people who lived in institutional care. The Uniting Church, through its agencies, managed a number of these facilities and we accept that sadly some did not provide the love, nurturing and care the children in them so rightly deserved. The Inquiry highlighted the flaws in institutional care models and the need to ensure they are never repeated.*

The Uniting Church Values Statement issued by the Assembly Standing Committee (2013) affirms:

*We will not hide from the truth, however painful it may be, and we will seek, with compassion and humility, to address whatever issues and challenges may emerge for us. We will say "sorry" to anyone who was neglected and abused when in our care and, in consultation with those so affected, actively V202207 creating an environment of safety for all Page 9 of 9 seek for ways to make amends for what happened in the past and identify how we can best offer support into the future.*

In response to the National Apology to Victims and Survivors of Institutional Child Sexual Abuse (2018) President Deirdre Palmer stated:

*Our Church has some important commitments to live up to – to be a Church that listens to children and adults, to make our Church a safe place for all, and to take responsibility for the wrongs done in our name.*

The Church has strong theological foundations for its commitment not to tolerate child abuse and to address the injustice of this abuse. Acknowledgement of wrongs is captured in the Basis of Union, which states: *"The Uniting Church prays that through the gift of the Spirit, God will constantly correct that which is erroneous in its life"* (Basis of Union, para.18).

## Appendix 2 - Definitions

**'Abuse'** – refers to both adult to child abuse and child to child abuse. Abuse and neglect include but are not limited to:

- Physical abuse – when a person purposely injures or threatens to injure a child or young person.
- Emotional abuse – an attack on a child or young person's self-esteem such as bullying, name calling, threatening, ridiculing, harassing, intimidating, or isolating the child or young person.
- Family violence – (for the purposes of this Policy) violent, threatening or other behaviour by a person that coerces or controls a member of the person's family (the family member) or causes the family member to be fearful; where a child sees or hears family violence or otherwise experiences the effects of family violence. When a family member, partner, or ex-partner attempts to physically or psychologically dominate another.
- Sexual abuse – any sexual act or sexual threat imposed on a child.
- Grooming – predatory conduct undertaken to prepare a child for sexual activity.
- Neglect – where a child is harmed by the failure to provide the basic physical and emotional necessities.

**'Child'** – refers to anyone under the age of 18 years.

**'Staff and volunteers'** or **'our people'** – refer to all relevant (according to the context in which it appears) persons, and may include, but not limited to, board/council members, employees, volunteers, parents, carers, presbytery members, church council members, elders, congregation members, people in the specified ministries of the Uniting Church in Australia, and any other person with responsibility for the care of children