



Anglican Diocese of Ballarat

Safe Church Program Guides

Guidelines for Reporting Abuse

For all parish members

This guide provides information for all parish members on reporting abuse including

- Reporting Child Abuse
- Mandatory reporting of abuse
- Reporting to the Director of Professional Standards

Document Information

This document has been compiled by the Diocesan Safe Church Officer for use in the Anglican Diocese of Ballarat. Information contained in this document is specific to this diocese. Information contained in this document is compiled from a variety of sources including diocesan legislation, protocols and policy and Victorian state standards and regulation.

Advice should be sought from a Safe Church Officer, diocesan cleric or the Director of Professional Standards in individual situations.

Version: December 2019.

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Forward

The Bishop and the Diocese acknowledge that the material contained in the Safe Church Program establishes a significant shift in culture for the diocese. We are not used to the onerous safety processes and rules imposed upon workplaces and industry. However, this is a long-overdue response to the severe problem of violence and harm in our society to which our churches have not, and are not, immune. The Safe Church Program is being carefully developed to produce a positive shift in culture to protect the people of our diocese.

The diocese recognises the significant contribution that volunteers make to the life of their parishes, but those same parishes are also subject to national church, diocesan and government laws. A careful balance has been sought that fulfils our legal and ethical obligations and the need to respect and encourage the work of volunteers in our parishes.

To transform unjust structures of society,
to challenge violence of every kind
and pursue peace and reconciliation.

Fourth mark of mission
Anglican Communion: anglicancommunion.org/

The Anglican Board of Mission's fourth mark of mission, our diocesan theme for 2020, speaks to the spiritual imperative behind the Safe Church Program. The program is not just about fulfilling our legal obligations; it is also part of our job as disciples of Christ to follow in his way and challenge violence, injustice and oppression in our churches, families and communities. As church leaders, we have a role to fulfil in our communities to call out disrespect and be peacemakers.

The Rev'd Glen Wesley
Safe Church Officer

Safe Church Policy

Introduction:

We affirm that all people have the right to be emotionally and physically safe, respected, and have their views and opinions valued at all times. We also live in a country that legislates for people's safety.

God calls his body to minister to vulnerable people. God identified classes of vulnerable people who were to be protected and given special care and treatment in society because of their powerlessness (Ex. 22:21-22, Deut. 10:17-19, Jer. 22:2-4, James 1:27)

Our policy aims to:

- Minimise the risk of abuse, ministry misconduct and the misuse of positional power. - Ensure that all cases of suspected abuse and ministry misconduct are handled thoroughly.
- Ensure that leaders and programs are safe.
- Ensure that all people are respected and valued.

We commit to:

Safe recruitment of leaders.

A| We will screen all prospective leaders in ministries before they are appointed. (ie. relevant working with children's check/ /police check, other background checks as required).

- We will have a minimum church attendance policy for all prospective volunteer leaders.
- Adequate training of leaders. ▪ We require that all leaders attend a Safe Ministry Induction (or SCTA endorsed) workshop within their first year of leadership and attend a refresher workshop every 3 years.

B| We require all leaders to attend additional ministry-specific training as required.

- Continued supervision of leaders. ▪ We commit to ongoing leadership training, supervision and support for leaders.
- All leaders will agree to follow our Parish Code of Conduct – Joys and Responsibilities and Faithfulness in Service.

C| Responding to allegations of risk of harm (abuse) and serious ministry misconduct

- All leaders will report disclosures or suspicions of child abuse, according to our procedure and as required by law.
- Where a leader has an allegation of ministry misconduct made against them, we will provide support to alleged victims and perpetrators and seek appropriate denominational help for a just and fair resolution.

Approved Date of Issue: February 2018

Review Date: February 2020

Reporting Child Abuse

It is your responsibility to ensure that any child abuse that you become aware of is reported to the relevant authorities. You may become aware of abuse because you have observed indicators of abuse, another person has informed you of their concerns for a child or a child has told you they are being abused.

In some situations, you may be compelled by law to report the abuse. **Advice should be sought from a Safe Church Officer, diocesan cleric or the Director of Professional Standards in individual situations.**



Further Reading

Information ON Ministry to Children and to Young people can be found in the following Safe Church Program Guide

- Guidelines for ministry to Children
- Guidelines for Ministry to Young People

Copies are available from your Parish Safe Church Officer, or from the diocesan website at: ballaratanglican.org.au/safechurch/.

If a child tells you about any abuse, you should:

- Listen to their story
- Comfort them if they are distressed
- Let them know you're glad they told you and that they did the right thing
- Let them know you are going to get help about what to do next and that you will get back to them.

As soon as possible after the disclosure, you must:

- Write down the details of what was said
- Report the information to the appropriate authorities

Write down the details of what was said including such details as:

- Who you spoke to, date, time and place, what you said,
- What the child said, and
- Any grounds for forming the belief that abuse has occurred.

Keep to the facts about what was said and don't express your opinion. Be aware that this document must be signed and dated and could be subpoenaed in court proceedings.

Report the information to the appropriate authorities.

Contact the **Director of Professional Standards** or the **Diocesan Safe Church Officer** if you are unsure of what to do in any circumstance or where an allegation is regarding the parish clergy.

Do not undertake an investigation, and do not disclose the allegations to the alleged offender at this initial stage.

Confidentiality

You must treat any suspicion, knowledge or disclosure of abuse with the utmost confidentiality. Apart from reporting it to the relevant authorities and to your ministry leader or Minister, you must not ordinarily share the information with anyone else.

Pastoral care

A victim of abuse may require immediate specialist counselling or other support. When a report is made to the Director of Professional Standards, the Director of Professional Standards can provide advice on care for victims and their families. Victims often need ongoing contact and support, and the parish clergy should ensure that an appropriate person is appointed to follow up with them.

If you have had someone disclose abuse to you, you will also need to be appropriately cared for and supported. You may need to debrief about how the experience has affected you.

Information about the pastoral care of victims and perpetrators can be obtained from the Diocesan Safe Church Officer.

Mandatory Reporting

All forms of violence and abuse are unacceptable and to ensure that all relevant authorities are informed when abuse is or is at risk of taking place, state and diocesan legislation requires several forms of mandatory reporting.

A summary of the reporting channels is provided below, followed by a detailed information section and a reference for further information.

Multiple Reports

You may be mandated to make reports to more than one authority depending on the situation. Seeking the advice of the diocesan Safe Church Officer or Director of Professional Standards is advisable.

Definitions

Reasonable Belief

The burden of proof required in all reporting avenues is that of “reasonable belief” or “belief on reasonable grounds”. A belief on reasonable grounds is formed if a **reasonable person in the same position would have formed the belief on the same grounds**. A reasonable belief is more than suspicion but does not require proof.

For example, there may be reasonable grounds of child abuse when:

- A child states they have been physically or sexually abused
- A child states they know someone who has been physically or sexually abused (sometimes the child may be talking about themselves)
- Someone who knows the child states the child has been physically or sexually abused
- Professional observations of the child’s behaviour or development lead the mandated professional to form a belief the child has been abused or is likely to be abused
- Signs of physical or sexual abuse leads to a belief the child has been abused.

Children

Anyone under the age of 18 is considered a child unless otherwise stated.

Summary of Mandatory Reporting

Mandatory Reporting of Child Abuse	
Legislation	Children, Youth and Family Act 2005 (Vic)
Concerning	Children
Burden of proof	Belief on reasonable grounds (found in the course of practising their profession)
Trigger	A child is in need of protection from physical injury or sexual abuse
Mandatory reporters	Ministers of Religion (deacons, priests, bishops and persons in religious orders)
Reporting authority	Child Protection - See Child Protection on page 23
More information	See Mandatory Reporting of Child Abuse on page 11
Reportable Conduct Scheme	
Legislation	Child Wellbeing and Safety Act 2005 (Vic)
Concerning	Children
Burden of proof	Alligation
Trigger	<ul style="list-style-type: none"> • Sexual offences against, with, or in the presence of, a child • Sexual misconduct against, with, or in the presence of, a child • Physical violence against, with, or in the presence of, a child • Behaviour which causes significant emotional or psychological harm to a child • Significant neglect of a child.
Mandatory reporters	All church members through the Bishop (or Director of Professional Standards as his nominated delegate)
Reporting authority	Commission for Children & Young People. See Reporting to the Commission on page 14
More information	See Reportable Conduct Scheme on page 13
Failure to Disclose Offence	
Legislation	Crimes Act 1958
Concerning	Children under 16 years of age
Burden of proof	Reasonable belief
Trigger	Sexual offence by an adult
Mandatory reporters	All adults
Reporting authority	Victoria Police
More information	See Failure to Disclose Offence on page 15

Mandatory Reporting of Misconduct by a Church Worker

Legislation	Professional Standards Act 2010 (Diocese of Ballarat)
Concerning	Any child or adult
Burden of proof	Belief on reasonable grounds
Trigger	Suffered harm or is at risk of harm as a result of misconduct by a Church Worker
Mandatory reporters	All Church Workers
Reporting authority	Director of Professional Standards
More information	See Mandatory Reporting of Misconduct by a Church Worker on page 19

Mandatory Reporting of Child Abuse

The Children, Youth and Families Act 2005 and the Family Law Act 2005 require certain professionals to report child abuse to Child Protection. In 2019, **Ministers of Religion** were included in the list of professions mandated to report child abuse under the Children, Youth and Families Act.

What must be reported?

Mandated reporters must make a report to Child Protection in the course of **practising their profession** they form a reasonable belief, that a child has been or is at risk of significant harm, **as a result of physical, emotional or sexual abuse or neglect**, and the child's parents have not protected or are unlikely to protect the child from that abuse. Reporters do not need to prove a child needs protection or abuse has taken place, or to investigate their concerns.

Who are mandated reporters?

All Ministers of Religion

When must a report be made?

A report must be made as soon as practicable after forming the belief, and on **each occasion** on which they become aware of any further reasonable grounds for the belief.

There may be times when two or more mandated reporters, for example, an incumbent priest and a parish deacon, have formed a belief about the same child on the same occasion. In this situation, it is sufficient for only one of the mandated professionals to make a report. The other is obliged to ensure that the report has been made and all the grounds for their own belief were included in the report made by the other person.

In the case where one mandated reporter directs another mandated reporter not to make a report, and one professional continues to hold the belief a child is in need of protection, then that professional is legally obliged to make a report to child protection.

Reporting to Child Protection

A report must be made directly to Child Protection. See Child Protection on page 23 for contact details.

If a child is in immediate danger, call Victoria Police on 000.

You may be directed by Child Protection or another authority to make a report to Victoria Police or another authority.

From an ethical point of view, it is important to communicate that a child may also need protection from other types of harm and that **all professionals have a duty of care to the children with whom they work, beyond the mandatory reporting requirements.**

At Child Protection, it is critical to ensure accurate identification of reports that require further investigation and effective diversion of reports that may be safely managed in the community.

Is there protection and confidentiality for the reporter?

If a report is made in good faith, then it does not constitute as unprofessional conduct or a breach of professional ethics, and the reporter cannot be held legally liable.

Confidentiality is provided for reporters and prevents the disclosure of the name or any information likely to lead to the identification of a person who has made a report under the legislation except in very specific circumstances.

- The identity of a reporter must remain confidential, unless:
- The reporter chooses to inform the child or family of the report
- The reporter consents in writing to their identity as the reporter being disclosed
- A court or tribunal decides it needs this information to ensure the safety and wellbeing of the child
- A court or tribunal decides that in the interests of justice, the evidence needs to be given.

Further Information

Victorian State Government - Child Protection Manual

www.cpmanual.vic.gov.au/advice-and-protocols/advice/intake/mandatory-reporting

Reportable Conduct Scheme

The **Commission for Children and Young People** (the Commission), established in 2013 by the Victorian Government, administers the **Reportable Conduct Scheme** (the Scheme) which requires organisations to report, investigate and respond to allegations of child abuse and child-related misconduct.

What is the Reportable Conduct Scheme?

The Scheme has been designed to ensure that the Commission is aware of every allegation of serious misconduct involving children in certain organisations that have care, supervision and authority over children.

The Commission's role includes:

- Independently overseeing and monitoring organisations' responses to allegations and making recommendations to improve these responses.
- Supporting and guiding organisations that receive allegations.

The Scheme seeks to improve organisations' responses to allegations of child abuse and child-related misconduct by their workers and volunteers.

What is mandated?

If **anyone** has a reasonable belief that reportable conduct or misconduct that may involve reportable conduct has occurred, the head of the religious organisation must report this to the Commission.

What is Reportable Conduct?

There are five types of conduct that have to be reported to the Commission:

1. Sexual offences against, with, or in the presence of, a child
2. Sexual misconduct against, with, or in the presence of, a child
3. Physical violence against, with, or in the presence of, a child
4. Behaviour which causes significant emotional or psychological harm to a child
5. Significant neglect of a child.

Reportable conduct can occur if an adult commits one of the five types of conduct listed above against any child under 18. **This includes conduct involving a child, whether that child is involved in the organisation or not.** A child cannot commit reportable conduct; however, the role of adults in a child on child incident may be reportable conduct.

Allegations can be made against anyone who works at or is involved with, a religious organisation – including employees, volunteers, officers, religious leaders, carers or contractors. If you are unclear whether someone is covered by the Scheme, contact the Commission.

Allegations must be reported about the conduct of the people described above, even if:

- They do not have direct contact with children.
- The conduct occurred outside of their work or responsibilities with the organisation.

Anyone can raise a reportable allegation. To raise a reportable allegation, someone must have a reasonable belief that a worker or volunteer of the organisation committed the alleged reportable conduct. A reasonable belief is more than suspicion but does not require proof.

Reporting to the Commission

Once a reasonable belief is established, any allegations should be brought to the attention of:

- The Bishop (as the head of the organisation), or
- the Director of Professional Standards (as the Bishop's nominee)

They then must report the allegation to the Commission **within three (3) business days** and then investigate the allegation, irrespective of whether they share the belief or not.

Conducting an investigation into reportable conduct

There are several principles to guide the interviews conducted during an investigation, including:

- Protection of children is paramount
- Privacy and confidentiality – the content of each interview should be known only by those who need to know
- Cultural and religious sensitivity – traditions and beliefs should be respected
- Procedural fairness – people should be treated fairly and with respect.

Further Information

Further information about the Reportable Conduct Scheme is available through the CCYP website:

ccyp.vic.gov.au/reportableconduct

contact@ccyp.vic.gov.au

03 8601 5281 or 1300 782 978

Process of an investigation

1. Report the allegation to the police (if criminal)
2. Assess whether the allegation is reportable
3. Report the allegation to the Commission (within 3 business days)
4. Plan and establish an investigation
5. Conduct a thorough and fair investigation
6. Complete an investigation report
7. Make or recommend findings
8. Report findings to the Commission

Failure to Disclose Offence

Reporting child sexual abuse is a community-wide responsibility. Accordingly, a criminal offence has been created in Victoria that imposes a clear legal duty upon all adults to report information about child sexual abuse to police. The offence commenced on 27 October 2014.

Any adult who forms a reasonable belief that a **sexual offence** has been committed by an adult against a child under 16 has an obligation to report that information to police. Failure to disclose the information to the police is a criminal offence.

Are there any excuses for not reporting child sexual abuse to police?

A person will not be guilty of the offence if he or she has a reasonable excuse for not disclosing the information. A reasonable excuse includes:

- Fear for safety
- Where the information has already been disclosed.

Fear for safety

A reasonable excuse exists in cases where a person has a reasonable fear for their own safety or the safety of another person (such as a child or another family member), and they do not report to police due to those circumstances.

This defence may apply, for example, if a mother decides not to disclose information about her partner sexually abusing her child due to fear of violence to her or her child.

The person's fear must be subjectively reasonable, that is, it must be reasonable from the perspective of that person in those circumstances. This recognises that the person in question is best placed to judge whether their safety is in danger.

The court or jury will consider whether it was reasonable for the person not to report in the circumstances.

Where the information has already been disclosed

It is a reasonable excuse not to disclose where a person believes on reasonable grounds that the information has already been disclosed to the police, and they have no further information to add.

An important example of this exception is where the person has already made a report under the mandatory reporting obligation specified in the Children, Youth and Families Act 2005. This obligation requires ministers of religion, teachers, school principals, doctors, nurses, midwives, out-of-home care workers, early childhood teachers and workers, registered psychologists and

youth justice workers to report concerns about child welfare to Child Protection authorities within the Department of Health and Human Services (DHHS). Under the existing mandatory reporting system, Child Protection already passes on all allegations of child sexual abuse to police.

What is not a reasonable excuse?

A person does not have a reasonable excuse for failing to disclose sexual abuse if they are only concerned for the perceived interests of the perpetrator or any organisation. 'Perceived interests' include reputation, legal liability or financial status.

For example, a minister's concern for the reputation of a church where the abuse happened will not be regarded as a reasonable excuse.

Are there any other exemptions to the offence?

There are several other exemptions, which include:

- The victim requests confidentiality.
- The person was a child when they formed a reasonable belief.
- The information would be privileged.
- The information is confidential communication.
- The information is in the public domain.
- Where police officers are acting in the course of their duty.

The victim requests confidentiality

The offence respects the position of a **victim** who does not want the offending disclosed and who is sufficiently mature to make that judgment. The obligation to report, therefore, does not apply where the information comes from a person aged 16 or over and this person requests that the offence not be reported. The law recognises that **a child under 16 is not able to make this kind of decision** and sometimes lacks the capacity to fully understand the effects of abuse.

A person will still be required to disclose information to the police if:

- The victim who requested confidentiality has an intellectual disability; and
- The victim does not have the capacity to make an informed decision about a disclosure; and
- The person who received the information is aware or should be reasonably aware of those facts.

The person was a child when they formed a reasonable belief

If a person were under the age of 18 when they formed a reasonable belief, they would not be obliged to make a disclosure when they turn 18. This protects children from the burden of knowing that they will have to disclose to police when they turn 18.

The information would be privileged

People will not be required to disclose where the information would be privileged. This includes:

- Client legal privilege
- Journalist privilege

Important note: Claiming privileged information for disclosures made during the sacrament of confession is no longer a valid exemption to report under the Child Legislation Amendment Act 2019.

The information is a confidential communication

Only medical practitioners can claim confidential communications as a valid exemption.

The information is in the public domain

A person does not have to disclose to police if they get the information through the public domain or form the belief solely from information in the public domain such as television or radio reports.

Where police officers are acting in the course of their duties

A police officer, acting in the course of their duty in respect of the victim of sexual abuse, is exempt from the offence.

If it is compulsory for everyone to report child sexual abuse, why are there exemptions?

We need to ensure that we do not put children and their families at even greater risk of harm, especially those who may be experiencing family violence.

How will I be protected if I make a disclosure to the police?

Your identity will remain confidential unless:

- You disclose it yourself, or your consent in writing to your identity being disclosed.
- A court or tribunal decides that it is necessary in the interests of justice for your identity to be disclosed.

Will any person who knows of child sexual abuse happening in the past be required to report?

A person who knows of child sexual abuse occurring in the past would not have to report to police unless the victim was still a child when the offence came into effect on 27 October 2014.

What is the penalty for failing to disclose child sexual abuse?

The maximum penalty is three years imprisonment.

How do I contact Victoria Police to make a report?

If you want to report a child in immediate risk or danger of sexual abuse, please call Triple Zero (000). Alternatively, you can contact your local police station.

If you or someone you know has experienced child sexual abuse in an institutional context, we encourage you to contact Victoria Police's Sano Taskforce via email sanotaskforce@police.vic.gov.au.

Mandatory Reporting of Misconduct by a Church Worker

The diocesan Professional Standards Act 2010 mandates reporting of misconduct to the Director of Professional Standards by Church workers.

If **any Church worker** believes on reasonable grounds that a person has **suffered harm or is at risk of harm as a result of misconduct by another Church worker** and has no reason to believe that the Director of Professional Standards ...is aware of those facts, the first-mentioned Church worker shall as soon as possible report the matter to the Director of Professional Standards...

Professional Standards Act 2010 (22.1)

Who are Church workers?

Church worker is a term used in our primary conduct: Faithfulness in Service, and the Professional Standards Act. For the purposes of mandatory reporting, the Professional Standards Act's definition is applied. It defines a Church worker as:

- Any member of the clergy (excluding the Bishop)
- A Lay Minister (a lay person licenced by the bishop)
- A churchwarden, Parish Council member or treasurer
- A person appointed or employed by an incumbent or Parish Council (i.e. organist or office secretary)
- Any other person, performing a function with actual or apparent authority

For a full definition, see Professional Standards Act 2010 3 (Part 1) "Church Worker."

What is Misconduct?

Misconduct includes any kind of abuse (bullying, emotional abuse, harassment, physical abuse, neglect, sexual abuse or spiritual abuse) or any conduct that would call into question the fitness for ministry of that Church worker.

For a full definition, see Professional Standards Act 2010 Part 1

Reporting to the Director of Professional Standards

To report misconduct to the Director of Professional Standards, see page 19

Reporting misconduct to the Director of Professional Standards is not the same as making a formal complaint to the Director of Professional Standards. The Director of Professional Standards can advise the most appropriate course of action to resolve the misconduct, including referring the misconduct to other church authorities, such as an archdeacon, or recommending mediation.

Church Contacts

Diocesan Safe Church Officer

The Rev'd Glen Wesley
Anglican Diocese of Ballarat
safechurch@ballaratanglican.org.au
03 5331 1183 – Registry
0429 146 566 - Out of Hours

Safe Church Program Information Website

ballaratanglican.org.au/safechurch

The diocesan website holds all Safe Church Program information in an easy to navigate area. It contains:

- Clearance for Ministry forms and guides
- Codes of conduct
- Training and education material
- Policy and legislation documents
- Safe Church Training dates
- Links to further information and websites

Director of Professional Standards

Ms Claire Sargent

1800 377 842 - 24/7 Messaging Service

PO Box 337, Canterbury, Vic. 3126

The Director of Professional Standards responds to all **complaints of abuse against clergy and Church workers**. The first step in making a complaint is to call the information line.

Director of Episcopal Standards

1800 997 747

PO Box 33144, Domain LP, Melbourne Vic. 3004

The Director of Episcopal Standards responds to all complaints of misconduct including, but not limited to, sexual, physical, spiritual or emotional abuse **by a Bishop**.

Advice and Counselling Services

1800 Respect

1800 737 732

1800respect.org.au

Confidential information, counselling and support service. Open 24 hours to support people impacted by sexual assault, domestic, elder or family violence and abuse.

Mensline Australia

1300 78 99 78

mensline.org.au

MensLine Australia is a telephone and online counselling service for men with emotional health and relationship concerns.

Safe Steps Victorian Family Violence Response Centre

1800 015 188

safesteps.org.au

Victoria's **24/7 family violence support and triage service**. The Safe Steps response phone line connects women (this includes anyone who identifies as female or transfeminine) and their children with specialist support workers who can help them explore their options, develop a safety plan and access supports that allow them to live safe from family violence. **Safe steps phone support workers can also offer information and assistance to individuals concerned someone they know is experiencing family violence.**

InTouch – Victorian Multicultural Centre Against Family Violence

03 9413 6500

intouch.org.au

A specialist family violence service that works with **multicultural women, their families and their communities**. InTouch provides case management, training, conducts research and runs community-based projects to address the issue of family violence in the community.

Kids Help Line

1800 55 1800

kidshelpline.com.au

Counselling and crises support service for children and young people up to age 25.

Other Reporting Authorities

Victoria Police

000

If you or someone you know is in immediate danger, please call the police on 000 in the first instance.

Reports of child sexual abuse in an institutional context can be made to Victoria Police's Sano Taskforce via email sanotaskforce@police.vic.gov.au.

Child Protection

West Division Intake - Rural and regional only

1800 075 599

8.45am - 5.00pm Monday - Friday

After hours Child Protection Emergency Service

13 12 78

5.00pm - 9.00am Monday - Friday, 24 hours on weekends and public holidays

West Division has one child protection intake located at DHHS Geelong covering the following rural and regional areas and LGAs: Ararat, Ballarat, Colac-Otway, Corangamite, Glenelg, Golden Plains, Greater Geelong, Hepburn, Hindmarsh, Horsham, Moorabool, Moyne, Northern Grampians, Pyrenees, Queenscliffe, Southern Grampians, Surf Coast, Warrnambool West Wimmera, Yarriambiack.

Commission for Children & Young People

General Inquiries

1300 78 29 78

contact@ccyp.vic.gov.au

ccyp.vic.gov.au

Safe Church Program Guides

These documents are aimed at informing people across all levels of leadership and church engagement to help ensure greater awareness, transparency and accountability within our churches and to help foster a culture of safe ministry at all levels of the church.

- Guidelines for Screening and Licensing for Ministry
- Guidelines for Reporting Abuse
- Guidelines for Parish Clergy
- Guidelines for Parish Safe Church Officers
- Guidelines for Ministry to Children
- Guidelines for Ministry to Young People
- Guidelines for Parents and Families
- Recognising and Responding to Family & Domestic Violence
- Recognising and Responding to Bullying
- Guidelines for Physically Safe Churches

All guides are available from the Bishop's Registry or from the diocesan website at ballaratanglican.org.au/safechurch