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| **Monty & Eltham****The Catholic Parishes ofSt Francis Xavier & Our Lady Help of Christians** |

**SAFEGUARDING CHILDREN AND YOUNG PEOPLE POLICY**

***Date of policy: 1 March 2021 Version 4***

**POLICY ADMINISTRATION SCHEDULE**

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| **Policy Owner** | **Director, Professional Standards Unit**  |
| **Policy Application** | **All clergy, employees and volunteers of the Catholic Archdiocese of Melbourne (excluding staff of Catholic Education Melbourne, Catholic Development Fund, CatholicCare, Villa Maria Catholic Homes and Schools of the Archdiocese)** |
| **Approval Authority** | **Catholic Archbishop of Melbourne** |
| **Inaugural Approval Date** | **9 July 2019**Replacement of CAM Child Safety Policy andMay Our Children Flourish Code of Conduct for Caring for Children |
| **Next Review Date** | **This version may be subject to amendment prior to the annual review date of March 2021 as a result of:*** **relevant feedback from stakeholders**
* **legislative changes**
* **a review of critical incidents**

 **to promote continuous improvement.** |
| **Related documents and Policies** | **Working with Children Check Protocol****National Police Check Policy****Privacy Compliance Advice****Email and Internet Protocol****Social Media Policy****Workplace Bullying Policy****Sexual Harassment Policy****Code of Conduct for Employees of Diocesan Agencies** |

# Introduction

The Catholic Church has a mission-driven moral and legal responsibility to create nurturing environments where children and young people are respected, where their voices are heard, and where they feel safe and are safe.

The Catholic Archdiocese of Melbourne (CAM) holds the care, safety and wellbeing of children and young people as a fundamental responsibility of the Church. This commitment is drawn from, and inherent to, the teaching and mission of Jesus Christ, with love, justice and the dignity of each human person at the heart of the Gospel.

A culture of safety within the Church ensures that children and young people (defined as a person under 18 years of age) can actively and fully participate in the life of the Church and realise their potential in a faith community. CAM has a zero tolerance for all forms of child abuse and maltreatment and is committed to protecting children and young people from harm.

**St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes** are faith communities inspired by the love of God. We strive tobe a Christ centred community, welcoming of all, celebrating friendship, living justly and compassionately, courageous in facing the future, and finding our heart and inspiration in the celebration of Eucharist*.*

At **St Francis Xavier and Our Lady Help of Christians Parishes** we hold the care, safety and wellbeing of children and young people as a central and fundamental responsibility of our parishes. Our commitment is drawn from and inherent in the teaching and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the Gospel. A culture of safety within the Church ensures that children can actively and fully participate in the life of the Church and realise their potential in our faith communities.

# Purpose of the Policy

The purpose of this policy is to demonstrate the strong commitment of **St Francis Xavier *and* Our Lady Help of Christians Parishes** to the care, safety and wellbeing of all children in our parishes.

It provides an outline of the policies, procedures and strategies developed to keep children safe from harm, including all forms of abuse in our parish environment, online and in other locations provided by the parishes.

This policy applies to: clergy, employees and volunteers within both parishes, regardless of their role or level of responsibility to act to safeguard children and young people from child abuse.

# Principles

The following principles underpin our commitment to child safety at **St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes**:

* Our parishes have a zero tolerance to child abuse.
* All children deserve, as a fundamental right, safety and protection from all forms of abuse and neglect.
* All adults in **St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes;** including, clergy, employees, volunteers and parishioners, have a responsibility to care for children and young people, to positively promote their wellbeing and to protect them from any kind of harm or abuse.
* The policies, guidelines and codes of conduct for the care, wellbeing and protection of children are based on honest, respectful and trusting relationships between adults and children and young people.
* Clergy, employees, volunteers, and parishioners, especially children, should be free to raise concerns about child safety, knowing these will be taken seriously by Parish leadership.
* Appropriate confidentiality will be maintained, with information being provided to those who have a right or a need to be informed, either legally or pastorally.

# Our Focus is on our Children

**Child abuse**

Child abuse or maltreatment is defined as an act (or series of acts) that endangers a child or young person’s physical or emotional health or development and/or a failure to provide conditions to the extent that the health and development of the child or young person is significantly impaired or placed at risk.

Categories of abuse and maltreatment include:

* physical abuse
* sexual abuse including grooming
* emotional abuse including spiritual abuse
* family violence
* neglect
* discrimination
* bullying

Signs and indicators of child abuse or maltreatment are not always obvious. Physical abuse may be more visible than other forms of abuse (e.g. bruising). Neglect is harder to identify as it consists of a failure to provide adequate care and attention. Likewise, you may not witness discrimination or bullying in relation to disability, mental illness, family violence, skin colour or race, gender identity or sexual orientation. However, it may result in signs or indicators in the child’s behaviour, for example social withdrawal and depression.

All children and young people are vulnerable but there are some children and young people who have an even higher risk of abuse than the general population. They are children who have experienced abuse before or who have a disability, are from culturally and linguistically diverse backgrounds, those experiencing poverty or homelessness or out of home care. Similarly, the child safety needs of Aboriginal and Torres Strait Islander children and young people are more acute due to a history of racism, marginalisation and dispossession.

**Dignity of children and young people**

Our Parishes value the contribution and dignity of all children and young people and creates opportunities to involve children and young people in decision-making about programs, activities and events that affect them. We recognise that the need for empowerment of all children and young people, especially those at greater risk of abuse. Their involvement in decision-making can be a significant protective factor in preventing abuse within Church organisations.

**Informing and involving parents (and guardians) in promoting child safety**

Effective child safety within our parishes cannot be undertaken without the involvement of parents and guardians. We seek to engage parents and guardians as critical partners in promoting the safety of children and young people. The involvement of parents and guardians of children and young people who are more vulnerable to experiencing abuse is particularly important.

# Safeguarding children and young people within the Catholic Archdiocese of Melbourne (CAM)

CAM acknowledges that preventing child abuse requires proactive approaches across policies, procedures and practices consistent with the requirements of the:

* Child Safe Standards and the Reportable Conduct Scheme (Commission for Children and Young People, Victoria)
* National Principles for Child Safe Organisations (Australian Human Rights Commission)
* National Catholic Safeguarding Standards (Catholic Professional Standards Limited)

In fulfilling this responsibility, CAM has developed a comprehensive framework to guide the implementation of child safety policies, procedures and practices within parishes, agencies and entities with the aim of preventing child abuse, empowering children and young people, and responding to concerns, disclosures or allegations of child abuse or child-related misconduct.

This policy provides a broad overview of the framework and should be read in conjunction with supporting resources e.g. implementation guidelines, factsheets, templates.

The application of this policy extends to clergy, employee and volunteer behaviour within the context of their role within the Church: within the physical boundaries of CAM (e.g. churches, parish halls, presbyteries); beyond the physical boundaries including pastoral support, visitation or outreach on non-church property (e.g. hospitals, detention centres, prisons, homes), online or via digital environments and while travelling outside the Archdiocese whether locally, interstate or overseas.

**Safeguarding responsibilities**

Through the Professional Standards Unit, the Archbishop supports and assists parishes, agencies and entities to:

* implement safeguarding practices and processes outlined in this policy
* coordinate the response to allegations and reports of child safety related misconduct and child abuse in relation to clergy, employees and volunteers across the Archdiocese
* monitor and continually improve safeguarding practices and processes.

CAM parish, agency and entity leadership is responsible for ensuring compliance with this policy and relevant procedures and practices within each parish, agency and entity to protect children and young people. The PSU will require the leadership of each parish, agency or entity with its Safeguarding Committee to summarise its compliance with the requirements of this policy on an annual basis.

The Safeguarding Committee established within each parish, agency or entity plays a central role in assisting the parish priest, or agency or entity leader with implementation of the requirements of this policy.

In accordance with CAM requirements **St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes** hasestablish its own Child Safeguarding Committee. The Safeguarding Committee works with the leadership of our parishes to ensure policies, processes and practices are in place to protect children and young people. The committee meets at least four times per year and will report progress to the Parish Leadership Group, once it has been established.

The committee strives to ensure that the Safeguarding Children and Young People Policy is embedded across the parishes and compliance with requirements are met by:

• Promoting child safety within our communities and fostering an understanding of the importance of child safety.

• Working collaboratively with the leadership of our parishes, to promote the safety of children and young people.

• Implementing, maintaining and/or reviewing child safeguarding processes and procedures to support the wellbeing and safety of children and young people with input from relevant stakeholders e.g. priest, parish administration, parents, children, young people, program leaders and pastoral associates/workers.

• Engaging in and/or reviewing risk management processes to promote the safe participation of children and young people in programs, activities and events.

• Involving children and young people (and their families) in decision-making and planning to promote child safety.

• Ensuring that reporting processes for concerns and/or allegations are well communicated across the parishes, and act as a first point of contact in relation to child safety concerns, reports or allegations and comply with reporting protocols for child abuse reports and allegations

• Participating in and/or delivering child safety information and training.

• Monitor ongoing compliance with the CAM Safeguarding Children and Young People Framework.

Documentation (e.g. meeting minutes, correspondence, risk assessments, communication) in relation to the Safeguarding Committee is retained by the parish administration and stored securely.

Further, as safeguarding children and young people is a collective responsibility; all persons in ministry, working or volunteering within CAM acknowledge their individual responsibility to comply with clear behavioural expectations to act in manner that is caring, respectful and safe toward children and young people.

**Every member of the clergy, employee or volunteer within the Archdiocese has a moral, legal and ethical responsibility to care for, and promote the wellbeing of children and young people, and protect them from harm or abuse.**

This applies to all those involved in Archdiocesan parishes, agencies and entities including:

* clergy, including all canonical administrators of a parish (e.g. bishop, parish priest, assistant priest, migrant chaplains, visiting clergy, priests in residence, supply clergy, deacons)
* Sisters, Brothers and Religious Priests holding an appointment from the Archbishop to undertake work in parish or Archdiocesan entities
* employees (including casual employees)
* lay ecclesiastical ministers including pastoral associates, those engaged in chaplaincy
* volunteers
* seminarians
* persons residing at the presbytery or on the grounds of the parish, agency or entity
* students on placement
* contractors (where applicable)

The CAM Safeguarding Children and Young People Policy parallels the development of similar policies in a range of CAM organisations involved in education, health and welfare. CatholicCare, Catholic Education Melbourne, Catholic systemic schools, Mannix College and Villa Maria Catholic Homes all have safeguarding policies and personnel working or volunteering in these organisations will be guided by these policies and are not bound by the CAM Safeguarding Children and Young People Framework.

Everyone employed or volunteering at **St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes** has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children is at the forefront of all they do and every decision they make. All parishioners will be made aware of the parish child safety practice, policies and procedures through; the parishes’ newsletter, posters in the church foyers, the parishes’ websites and Facebook page. In addition to training, supervision and annual recommitment service.

# Safe personnel

**Selection, recruitment and screening**

CAM in seeking to provide safe and enriching interactions with children and young people within the context of parishes, agencies and entities, sets out selection, recruitment and screening processes that consider the suitability and appropriateness of persons to work with children and young people in ministry or in an employment or voluntary role to minimise the risk of child abuse occurring.

**St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes** have a comprehensive Human Resources Policy that ensures all applicants are provided with copies of the Safeguarding Code of Conduct and the Safeguarding Policy, as well as being directed to the Safeguarding Children and Young People Framework.

**See Parish Child Safeguarding Human Resources Policy**

**Child safety code of conduct**

A specific child safety code of conduct provides guidance to clergy, employees and volunteers in the context of their involvement with children and young people in their parish, agency or entity role.

At **St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes a**ll parish clergy, employees and volunteers must remain familiar with the Code of Conduct, and relevant policies and procedures in relation to child protection and to comply with all requirements. Our Code of Conduct is derived from the CAM Code of Conduct which establishes clear expectations for parish; clergy, employees and volunteers behaviour with children in order to safeguard them against abuse and or neglect.

All parish clergy, employees and volunteers are required to recommit to the child safeguarding policies and procedures and sign the Child Safety Code of Conduct every 12 months.

Failure or refusal to sign the parish Child Safety Code of Conduct, as required, will result in that person being ineligible to work within our parishes.

**Induction**

Induction processes incorporate safeguarding awareness to build a foundation of understanding and commitment to the safety of children and young people.

Induction is the first step in formally introducing the ‘new’ person to the culture, policy and processes in relation to child safety within our parishes. The induction processes are in place for all clergy, employees and volunteers. This is to ensure the ‘new’ person is equipped to undertake their role.

An induction checklist has been established, which incorporates child safety and other relevant elements of engagement and employment with our parish.

**See Parish Child Safeguarding Human Resources Policy**

**Safeguarding Training**

In supporting clergy, employees and volunteers to promote the safety of children and young people and discharge their responsibilities in line with this policy, CAM provides a range of training and education activities that equip clergy, employees and volunteers with the skills and knowledge to promote the safe participation of children and young people.

**St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes** is committed to supporting clergy, employees and volunteers within our parishes to develop the skills and knowledge to promote the safety of children and young people. This includes induction, ongoing training and professional learning to ensure that everyone understands their professional and legal obligations and responsibilities, and the procedures for reporting suspicion of child abuse and neglect.

Records of training undertaken by clergy, employee and volunteer within the parish are maintained.

All clergy, employees and volunteers are required to complete appropriate CAM Safeguarding training upon commencement and on an annual basis.

As the completion of online training may pose challenges for some volunteers without access to a computer and those who do not feel confident using technology. It is intended to host assisted sessions and to work with volunteers to complete the online training as a group.

**Supervision**

It is a requirement of this policy that those whose roles involve working with children and young people are provided with supervision and support to undertake their role in a manner which promotes the safety of children and young people and enables detection of behaviour that may be detrimental to children and young people.

While supervision and performance management can have a broad focus e.g. meeting key performance indicators, meeting organisational objectives or targets and provides a range of benefits, these activities within our parishes can play a pivotal role in promoting the safety of children and young people.

Performance management in relation to child safety is the continuous process of supervising and guiding efforts of employees and volunteers to ensure that the safety of children and young people objectives of the parishes are met.

**See Parish Child Safeguarding Risk Management Strategy**

**Safe programs, activities and events**

**Child safety risk management**

CAM parishes, agencies and entities safeguard children and young people by employing a risk management approach that systemically identifies and assesses risk associated with programs, activities and events involving children and young people to minimise opportunities for harm to occur.

At **St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes** we are committed to proactively and systematically identifying and assessing risks to child safety across our parish environments, and reducing or eliminating (where possible) all potential sources of harm. We document, implement, monitor and periodically review our risk management strategies for child safety and ensure that the strategies change as needed and as new risks arise.

**See Parish Child Safeguarding Risk Management Strategy**

**Practice and behavioural guidelines**

In addition to risk management process, parishes, agencies and entities utilise guidance provided in practice and behavioural guidelines in relation to conducting programs, activities and events involving children and young people.

**Responding to and reporting child abuse**

The safety of children and young people is paramount. All concerns, allegations or complaints of child abuse will be taken seriously, and acted upon consistent with the Catholic Archdiocese of Melbourne’s moral, ethical and legal obligations to safeguard children and young people.

In Victoria, the following legislation governs how adults should respond to child abuse:

* The *Children, Youth and Families Act 2005* (Vic) defines when a child is in need of protection (s 162) and the mandatory reporting obligations of certain professionals working in our community (ss 182, 184).
* The *Child Wellbeing and Safety Act 2005* (Vic) sets out the Reportable Conduct Scheme.
* The *Crimes Act 1958* (Vic) creates the offences of ‘failure to protect’ (s 49O) and ‘failure to disclose’ (s 327) which place additional legal responsibilities in relation to reporting, if a reasonable belief has been formed that a child or young person is at risk of or experiencing child sexual abuse.

CAM acknowledges its moral, legal and ethical duty to effectively respond to and report concerns, allegations or complaints of child-safety related misconduct and/or child abuse to the appropriate authorities such as the Victoria Police, Child Protection (Department of Health and Human Services) and the Reportable Conduct Scheme (Commission for Children and Young People).

Children and young people (and their families) within CAM have information and support to report a concern, allegation or make a complaint through processes that are accessible and respectful.

It is a requirement of this policy that CAM clergy, employees and volunteers, make a report if they have formed a reasonable belief that a child or young person has experienced abuse, is experiencing abuse or is at risk of harm in the course of their ministry or work. Not reporting child abuse or misconduct that places children and young people at risk of harm is a breach of the Safeguarding Children and Young People Policy.

Making a child abuse report involves notifying statutory authorities and the Professional Standards Unit (PSU) of the Catholic Archdiocese of Melbourne in a timely manner (as soon as practicable after forming a reasonable belief, unless the child or young person is in imminent danger).

Reporting to the PSU ensures that parishes, agencies and entities across the Archdiocese report and respond appropriately to concerns, allegations of complaints in relation to safety of children and young people.

All reports are to be documented on the **Child-safety Related Misconduct and/or Child Abuse Report Form** and emailed to the Professional Standards Unit – professional.standards@cam.org.au – as soon as practicable.

**Immediate danger**

If a child or young person is in imminent danger, a report to Victoria Police must be made immediately (phone ‘000’).

In Victoria, alleged child abuse perpetrated by:

* clergy, employees and volunteers is reported to the Sexual Offences and Child Abuse Investigation Team (SOCIT) within Victoria Police
* a family member is reported to Child Protection - Department of Health and Human Services (DHHS)
* a child or young person is reported to Child Protection (DHHS) and/or the SOCIT (Victoria Police) (e.g. sexually harmful behaviour, aggression, violence, online exploitation).

VICTORIA POLICE

Sexual Offences and Child Abuse Investigation Team (SOCIT): [www.police.vic.gov.au/content.asp?Document\_ID=36448](http://www.police.vic.gov.au/content.asp?Document_ID=36448)

CHILD PROTECTION (DHHS)

North and West (Metro) region: 1300 664 9777

South region: 1300 655 795

East region: 1300 360 391

West (Rural) region: 1800 075 599

After-hours and weekends: 13 12 78

**PSU’s role in relation to reports of alleged child-related misconduct and/or child abuse**

The Professional Standards Unit (PSU) is responsible for coordinating child-safety related misconduct and child abuse reports in relation to the safety and wellbeing of children and young people and liaising with statutory authorities.

The PSU will be guided by the recommendations of Victoria Police and/or Child Protection in relation to any action that may be required to promote the safety of those involved and the integrity of the investigation process.

CAM has a legal responsibility under the Reportable Conduct Scheme to notify current and historical incidents of suspected child abuse or misconduct of clergy, employees and volunteers to the Commission for Children and Young People (CCYP).

Serious misconduct and/or criminal behaviour will be reported to the Reportable Conduct Scheme (Commission for Children and Young People) and/or Victoria Police and be subject to internal investigation and disciplinary action (and/or administrative action subject to the requirements of Canon Law for members of the clergy).

Disciplinary action is determined by the seriousness of the misconduct.

Disciplinary action in the case of employees and volunteers may consist of:

* counselling
* training
* a verbal or written warning
* suspension (with or without pay)
* dismissal.

In the case of clergy, disciplinary and/or administrative action will be considered in accordance with Canon Law and may include:

* pastoral supervision
* counselling
* suspension of faculties
* permanent removal of faculties
* recommendation to the Holy See for a penal precept or dismissal from the clerical state (laicisation)
* excommunication.

Confidentiality and privacy in relation to reports of child abuse will be maintained consistent with the principles of natural justice and our duty of care to safeguard children and young people.

The safety and support needs of all parties involved in a report will be considered and addressed as part of this process.

The PSU will centrally record and monitor child-safety related misconduct and/or child abuse to provide the Archbishop with oversight in relation to the safety and wellbeing of children and young people across the Archdiocese.

Professional Standards Unit

* hours of operation: Monday to Friday, 9am-5pm
* phone: 9926 5630
* email: professional.standards@cam.org.au

**St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes** are compliant with the above mentioned reporting requirements.We aim to deal with all reports fairly and appropriately, and to act on the following principles:

* Promoting a positive experience of the Church and creating a strong community of faith.
* Preventing misconduct, where this is possible.
* Ensuring fair process for persons against whom allegations are made; and Dealing effectively with any allegations which are substantiated, including responding compassionately to anyone who has been affected.

St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes; **Safeguarding Protection Reporting Policy** sets out theactions required under the relevant legislation and CAM requirements.

## 6.2 Guide to Responsibilities of St Francis Xavier Parish Staff

Responsibilities of parish employees and clergy include:

* Treating children and young people with dignity and respect, acting with propriety, providing a duty of care, and protecting children and young people in their care
* Following the legislative (including mandatory reporting obligations where appropriate) and Archdiocesan processes if, in the course of their work, they form a reasonable belief that a child or young person has been or is being abused or neglected.
* Providing a physically and psychologically safe environment where the wellbeing of children and young people is nurtured
* Undertaking regular training and education in order to understand their individual responsibilities in relation to child safety and the wellbeing of children and young people
* Assisting children and young people to develop positive, responsible and caring attitudes and behaviours which recognise the rights of all people to be safe and free from abuse
* Following the parish Safeguarding Code of Conduct.

## Organisational Arrangements

Organisational Arrangements for child safety at **St Francis Xavier and Our Lady Help of Christians Parishes** include:

* Safeguarding Committee, is a parish appointed committee whos purpose is to ensure that the Safeguarding Children and Young People Policyoversee the Child Safety; Policy, Code of Conduct, Risk Management Strategy and the Reporting Policy.
* Our parish schools; Our Lady Help of Christians Primary School, St Francis Xavier Primary School and Holy Trinity Primary School have in place their own individual Codes of Conduct, Policies and Procedures addressing child safety matters.
* The Parish leadership teams, along with other relevant pairh groups, if deemed necessary, will have a standing agenda item for each meeting on the Parish child Safeguarding activities, Code of Conduct, Policies and Procedures.
* Every 12 months a member of the Safeguarding Committee will provide appropriate reporting; which may refer to the Safeguarding Code of Conduct, Policies and Procedures to the St Francis Xavier and Our Lady Help of Christians Parish communities.
* Annual recommitment to child safety by all clergy, parish employees and volunteers.
* A Working with Children Check and where appropriate a Police Check will be undertaken for all the clergy, parish employees and volunteers who assist in the parish, as required legally or by the protocols of the Archdiocese of Melbourne. The recording of this information is the responsibility of the Parish Safeguarding Officer.

# Child Safety and Participation

At **St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes** we actively encourage all children to openly express their views and feel comfortable about giving voice to the things that are important to them.

We discuss with our children about what they can do if they feel unsafe and enable them to understand, identify, discuss and report on child safety. We listen to and act on any concerns expressed by children or their parents or carers, raise with us.

In providing children and young people with a positive and nurturing experience of parish take action to ensure that children and young people are protected from abuse or harm. As well as encouraging children to be open, we seek their input and feedback regarding the creation of a safe parish environment, through our joint parish values.

# Inclusion of All

We will ensure that families and children have the opportunity to contribute to the work and direction of the parishes. Where possible we do our best to work with local aboriginal communities, refugees and other culturally and/or linguistically diverse communities and people with disabilities.

# Breach of Policies

Where any of the **Parish Clergy** are suspected of breaching any obligation, duty or responsibility within this policy, the concerned party is advised to contact the Catholic Archdiocese Melbourne, Professional Standards Unit. If there is any reasonable belief that a criminal act has been committed or is about to be committed, the concerned party is advised to contact Victoria Police.

Where any **other member of the parish communities** is suspected of breaching any obligation, duty or responsibility within this policy, the parish is to contact the Catholic Archdiocese Melbourne, Professional Standards Unit who will assist in taking appropriate action. If there is any reasonable belief that a criminal act has been committed or is about to be committed, the concerned party is advised to contact Victoria Police.

# Related Parish Policies

* Child Safeguarding Code of Conduct Declaration
* Child Safeguarding Risk Management Strategy
* Child Protection Reporting Policy
* Child Safeguarding Obligations for Contractors
* Child Safeguarding Parish Commitment Statement
* Child Safeguarding Parish HR Policy

# Review of this Child Safety Policy

At **St Francis Xavier Montmorency and Our Lady Help of Christians Eltham Parishes** are committed to continuous improvement of our child safety policies, systems and practices. We intend these policies to be a dynamic and to be regularly reviewed to ensure it is working in practice and updated to accommodate changes in legislation or circumstance.

**History of Updates to Policy**

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| **Date** | **Comment (e.g. major review, minor review)** |
| November 2016 | Development of original documentation |
| March 2017 | Review to amend gaps and inaccuracies. |
| September 2017 | Review to amend gaps, inaccuracies and inclusion of the 7 Child Safety Standards, as an attachment. |
| October 2019 | Rewrite of Policy to harmonise with revised National and Archdiocesan Policies |
| March 2021 | Rewrite of Policy to harmonise with revised Archdiocesan Policies |