

Safeguarding Policy for Children and Young People (Summary)

KYABRAM CATHOLIC PARISH

This summary of the Diocese of Sandhurst Policy for Children and Young People has been endorsed by the **Child Safety Team** and was approved by **Fr Uday Marneni** on **30th June 2025**. For full details of the Diocese of Sandhurst Safeguarding Policy for Children and Young People please refer to the Diocesan Website <https://www.sandhurst.catholic.org.au/safeguarding-and-professional-standards>

Our commitment to child safety

Our Parish is committed to child safety. All children and young people who come to **KYABRAM CATHOLIC PARISH** have a right to feel and be safe. The welfare of the children and young people in our care will always be our first priority and we have a zero tolerance to child abuse, racism, and other forms of discrimination. Our parish has appointed a **Child Safety Officer, Annette Ryan**. One of her key roles is supporting the parish priest in fulfilling his child safety obligations. We aim to create a child safe and child friendly environment where children and young people feel safe and have fun. Our Parish has implemented this summary based on the Diocese of Sandhurst Safeguarding Policy for Children and Young People. The Parish values and respects parents and guardians as the first teachers of the faith to their own children and young people and will seek to engage parents and guardians in promoting the safety of children and young people. This Policy applies to all employees, volunteers, children, contractors and individuals involved in our parish.

Children's rights to safety and participation

Kyabram Catholic Parish staff and volunteers encourage all children and young people to express their views. We encourage children and young people from Aboriginal and Torres Strait Islander backgrounds to share their cultural identity and express their culture, we listen to their suggestions, especially on matters that directly affect them. We actively encourage all children and young people who use our services to 'have a say' about things that are important to them. We teach children about what they can do if they feel unsafe. We listen to and act on any concern's children, or their parents/carers, raise with us.

We value diversity and do not tolerate discriminatory practices in our Parish. To achieve this, we:

- promote the cultural safety, participation and empowerment of Aboriginal children and their families.
- promote the cultural safety, participation, and empowerment of children from culturally and/or linguistically diverse backgrounds and their families.
- welcome children with a disability and their families to promote and assist their participation.
- welcome all children and their families, without discriminating on the basis of sexual orientation, intersex status or gender identity.

Recruiting staff and volunteers

Kyabram Catholic Parish applies the best practice standards in the recruitment and screening of staff and volunteers. We interview and conduct referee checks on all staff and volunteers and require Working with Children Checks for relevant positions. We welcome applicants from Aboriginal and Torres Strait Islander and Culturally Linguistically Diverse backgrounds to apply for positions to reflect the diversity in our Parish. Our commitment to Child Safety and our screening requirements are included in all advertisements.

Code of Conduct

Kyabram Catholic Parish seeks to attract and retain the best staff and volunteers. We provide support and supervision, so people feel valued, respected and fairly treated. We have adopted a Code of Conduct from the Diocesan Safeguarding Policy for Children and Young People to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.

Breach of Policy

Where a person is found to have breached any of his or her obligations under this policy disciplinary action may be taken. This may include the termination of his or her employment. If there is a reasonable belief that a criminal act has been committed, the concerned party is advised to contact Victoria Police.

Reporting a child safety concern or complaint

Our Parish takes all allegations seriously. If you have a concern about child safety, you can report it to the parish priest 0422 814 178 or the parish Child Safety Officer Annette Ryan who can be contacted on 0408 502 858

The parish **Child Safety Officer** and parish priest will follow the established processes in coordination with the Diocesan Safeguarding Coordinator to ensure a just and appropriate response. If you believe that your complaint is not being dealt with satisfactorily, you have the option to bring it directly to the Diocesan Safeguarding Coordinator Anne McIntosh who can be contacted directly on 0438 951 010 or email. childsafety@sandhurst.catholic.org.au.

If a child is in immediate danger contact the police on 000.

For more information on reporting any allegation or incident of child abuse visit the Diocesan website <https://www.sandhurst.catholic.org.au/reporting-misconduct-and-or-abuse>

Risk management

We recognise the importance of a risk management approach to identify and assess risks to children and young people and reducing or eliminating (where possible) all potential sources of harm. We proactively manage risks of abuse to children and young people through risk assessments and review of activities. Child safety is a standard item at each **Child Safety Team** meeting (even if there is nothing to report). The parish risk management plan/schedule is formally updated annually, in addition to general occupational health and safety risks.

Regular review

This policy will be reviewed every two years and/or following changes in Parish Child Safety Officer/s and contact details or significant incidents if they occur. We undertake to seek views, comments and suggestions from employees, volunteers, parents, carers, and children. Any suggestions are to be forwarded to the Diocesan Safeguarding Committee for consideration.

1. Revision History

Policy – Version	Date	Revised By	Description of Revision	Next
Child Safety Policy V 3.0	1/03/2018	Child Safety Officer	New Child Safety Policy for Parishes	1/03/2020
Child Safety Policy V 3.0	30/09/2020	Child Safety Officer	Parish Child Safety Policy – cancelled and replaced with a Summary of the Diocesan Safeguarding Policy for Children and Young People	N/R
Summary of the Diocesan Safeguarding Policy for Children and Young People V. 1.0	14/05/2020	Diocesan Safeguarding Committee	New Summary of the Diocesan Safeguarding Policy for Children and Young People - Replaces the Parish Child Safety Policy.	14/05/2022

Summary of the Diocesan Safeguarding Policy for Children and Young People V. 1.1	30/11/2022	Diocesan Safeguarding Committee	New Summary based on changes to the Diocesan Safeguarding Policy for Children and Young People (Compliance with the Victorian Standards eff. 1/07/2022)	30/11/2024
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1. Approval

Approved by	Date
Bishop Shane Mackinlay (signed copy maintained in Chancery Office)	14/12/2022
Approved by	Date
Fr Uday Marneni	30 June 2025

Additional Contacts

Reporting	The bishop	Telephone: (03) 5445 3600 Email: bishop@sandhurst.catholic.org.au
	Diocesan Safeguarding Co-ordinator	Telephone: 0438 951 010 Email: childsafety@sandhurst.catholic.org.au
	Chair of Safeguarding Committee	Telephone: 0400 505 464 Email: fbrowne@ceosand.catholic.edu.au
	Commission for Children and Young People	Telephone: (03) 8601 5281 Email: childsafestandards@ccyp.vic.gov.au



We are committed to the
**NATIONAL CATHOLIC
SAFEGUARDING STANDARDS**