

The PSU Team formally welcomes three new team members.

Loretta Hoban – Policy Advisor & National Redress Scheme Coordinator. Loretta has an extensive career history working in the Professional Conduct Units and the Office of the Ombudsman (Northern Territory and Victorian Governments), and has also worked as a senior case worker in the Northern Territory Correctional Services. In the last eight years, Loretta has been in International Development roles within the not-for-profit sector in Cambodia and Timor Leste. She specialises in women's health, child protection, education, maternal and child health, gender-based violence and adolescent development. Loretta has two Masters qualifications in Public Health and Social Science.

Brech Burgess – Safeguarding Officer (Eastern Region). Brech joins our team after working at the Commission for Children and Young People (CCYP). In his role with CCYP, Brech visited the Juvenile Detention Centers to observe and interview residents and staff. Brech also has experience in the Aged Care industry as well as organising fundraising events with community groups. He is looking forward to transferring these skills to his work with the Eastern Region parishes.

Jenny Doody – Executive Assistant. Jenny has a background in mechanical engineering and we are thrilled to have her on board as she is an excellent problem solver and will definitely contribute to the work of PSU.



Safeguarding in Focus



Translated document update

A number of safeguarding documents are currently being translated into 11 community languages:

1. Criminal History Check
2. Safeguarding Responsibilities V1.1
3. Code of Conduct Declaration
4. Code of Conduct
5. Safeguarding Children and Young People Policy
6. Working With Children Check

The 11 languages are Arabic, Burmese, Croatian, Simplified Chinese (Mandarin), Traditional Chinese (Cantonese), Italian, Malayalam (Syr-Malabar Indian), Polish, Spanish, Tagalog and Vietnamese. The PSU and the Communications Team at the Archdiocese have been working with a translation company, and these documents will be made available to parishes within the month via the the Melbourne Catholic website.

Online training update

The PSU acknowledges that parishes are keen to see the roll out of the online training "Safeguarding Essentials", and apologise for the delay in the production of the modules. This is a joint venture with Catholic Church Insurance and other Catholic Dioceses throughout Australia. COVID-19 has created turmoil pushing out timelines, changing workflows and has had subsequent budgetary implications. The PSU has worked hard to adapt to the new conditions. Please be assured that this is a priority for the PSU and we will keep you informed of the release date when available.

With the easing of COVID-19 restrictions, we will also offer face-to-face workshops, especially those aimed at upskilling Safeguarding Committees and volunteers.

CCYP Info Session

On Thursday 29 April, the Commission for Children and Young People (CCYP) presented an online Information Session for Clergy, Parish staff and volunteers. It provided a platform to hear directly from the CCYP about their role and the upcoming audit process. It was fantastic to see 156 people across the Archdiocese during the session.

Network meetings were then amalgamated across the regions on Tuesday 11 May to recap and review the information shared by the CCYP. It was encouraging to see 42 people across the Archdiocese attend this meeting. The CCYP session slides have been distributed to parishes and Safeguarding Committees. If you did not receive this information, please contact us.

A Q&A Information Sheet from the CCYP session is available on the next page >>



Q&A

COMMISSION FOR CHILDREN AND YOUNG PEOPLE (CCYP) ONLINE INFORMATION SESSION

29 April 2021

Q. What are the legislative powers of the Commission for Children and Young People (CCYP)?

A. The CCYP has a range of legislative powers to enforce compliance including requesting information, conducting site visits, auditing, publishing the names of non-compliant organisations and initiating civil legal action. The CCYP's audit and enforcement powers are outlined in the Commission for Children and Young People Act 2012 (Vic) and the Child Wellbeing and Safety Act 2005 (Vic).

Q. Do we know the criteria the CCYP will use for the selection of parishes as part of the audit?

A. The CCYP has not stipulated how they will select which parishes they will audit. However, they have requested from the Catholic Archdiocese of Melbourne demographic information about parishes and the number of children and young people within them. It is possible that this information and data collected by the Reportable Conduct Scheme could inform the CCYP's selection process.

Q. How much notice will the parishes receive that they have been selected as part of the audit?

A. The CCYP indicated that CAM and the parishes will receive 14 days notice.

Q. How many parishes will be audited?

A. The CCYP has indicated that they may select up to 15 parishes for auditing.

Q. How long will the compliance officers remain onsite at the parishes?

A. The CCYP indicated that Compliance Officers (consistent with previous question) could remain onsite at selected parishes for approximately 2 days.

Q. Are schools part of this audit process?

A. No. Schools will not be audited as part of this process. The audit will focus on the Catholic Archdiocese of Melbourne and parishes.

Q. My parish shares a Safeguarding Committee with another parish. What will the audit look like for us?

A. The CCYP indicated that if there is a joint Safeguarding Committee it might be necessary for the Compliance Officers to speak with representatives of both parish Committees during the audit.

Q. What guidance is there for parishes to create a child safe culture?

A. All children have the right to feel safe and be safe all of the time. A safeguarding culture is something that must be cultivated, nurtured and continually worked on. This includes an attitude of continuous improvement and honest reflection. A safeguarding culture is promoted, developed and sustained through strong governance and leadership.

When assessing a child safe culture the CCYP may look at things such as:

- Leadership and governance arrangements
- Clear messaging of the importance of safeguarding
- Zero tolerance to abuse and misconduct
- Leaders driving and initiating change to embed a safeguarding culture
- How the wider community are supported to know what indicators of abuse to look for and the reporting processes
- Children and young people know where to go if they have a problem

The CCYP has [A Guide for Creating a Child Safe Organisation](#) which can be accessed [here](#) to support organisations understand and embed the Child Safe Standards.

Q. If you become aware of abuse of a child what do you do immediately?

A. The processes for reporting child abuse and safety-related misconduct are listed in the [Safeguarding Children and Young People Policy](#) as well as the [Reporting Child Safety Misconduct and/or Child Abuse Information Sheet](#).

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

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).

A copy of the reporting flowchart can be obtained [here](#).

Q. We've been working on the Self-Assessment Tool and have focused on the 10 National Catholic Safeguarding Standards (NCSS). How does this help us address the Victorian Child Safe Standards that CCYP are auditing?

A. The seven Victorian Child Safe Standards are very similar to the NCSS. By working through the NCSS you are also addressing the VCSS. How the two sets of standards compare is mapped out in an information sheet you can access [here](#). In your Self-Assessment tool under each NCSS criteria, there is also a reference to which of the VCSS it relates to.



Reflection... Our Parish Journey

PARISHES UNITE

During late March, parishes united at two inaugural Safeguarding Workshops in the Western Region, which were facilitated by Rosemary Teed, PSU Safeguarding Officer. The aim for the three-hour workshops were to bring parishes together to collaborate, network and to support each other on their respective safeguarding journeys using the Self-Assessment Tool. Seventeen participants from seven parishes attended the workshop at the Werribee Parish on 24 March, with nine participants from six parishes at the Geelong Parish on 25 March.

Through one of the introductory activities, which brought touching stories and inspiration, the importance of safeguarding was seen 'first hand'. The delicious lunches, provided by each parish, were enjoyed by all. Participants requested a shortened lunch break as they were keen to resume their networking during the second half of the session. What great commitment and dedication to safeguarding by all those who attended.

These sessions were, from the facilitator's perspective, an honour to be 'a part of' and humbling, as the laughter and networking were extraordinary, together with the significant safeguarding progress attained. Rosemary extended her sincere thanks, at the end of each workshop, to Fr Albert Yogarajah from Werribee Parish and Fr Jim Clarke from Geelong Parish for their hospitality, support and assistance.

Two further Safeguarding Workshops were planned, in liaison and consultation, with Fr Nicholas Pearce from North Melbourne Parish and Fr Gerard Keith from Kings Park Parish for the end of May. Due to new COVID restrictions and the subsequent lockdown across Victoria, these workshops will now occur in mid to late June. The inaugural Safeguarding Workshops at Werribee and Geelong Parishes were a testament to TEAM (Together Everyone Achieves More).

Following the success of these Safeguarding Workshops in the Western Region, the PSU are currently planning for future Safeguarding Workshops to be facilitated across all regions within the Archdiocese.

Image: Safeguarding Workshop at Werribee Parish



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Thank you for the workshop. I think that it was a very good idea that we all came together and had the opportunity to ask questions and be led by ones who had progressed further. Sharing ideas and thoughts was invaluable.

Thank you for your guidance.

Safeguarding Lens

How can parishes monitor their compliance for safeguarding?

The Catholic Archdiocese of Melbourne's Safeguarding Children and Young People Framework has been informed by the following organisational child safety frameworks.

- Victorian Child Safe Standards
- National Catholic Safeguarding Standards
- National Principles for Child Safe Organisations

A comparison of the requirements of each of the organisational child safety frameworks can be found in the Information sheet - [Organisational Frameworks for Safeguarding Children and Young People](#)

The Parish Child Safety Assessment Tool (located [here](#)) enables parishes to self-assess their compliance with the Catholic Archdiocese of Melbourne's Safeguarding Children and Young People Framework noted above. This tool can be useful to facilitate your parish's readiness to be audited by the Victorian Government Commission for Children and Young People (CCYP).



Helpful Links & Tools

- [Risk management e-Learning Videos](#)
- NEW! [Responding to and reporting abuse e-Learning Videos](#)
- CCYP [A Guide for Creating a Child Safe Organisation](#)
- An [information brochure](#) from the Australian Federal Police and the Australian Centre to Counter Child Exploitation, for families listing services for support and counselling.
- [Upcoming eSafety Parent Webinars from the eSafety Commissioner](#)
 - Term 2 topic: eSafety's guide to parental controls. This webinar will look at how parents and carers can set up devices and apps to help children and young people stay safe online.
 - Term 3 topic: eSafety parent guide to online sexual harassment and Image Based Abuse.



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We know that in all things
God works for good
with those who love him,
those whom he has called
according to his purpose.

ROMANS 8:28



CATHOLIC ARCHDIOCESE
OF MELBOURNE