



Archdiocese of Hobart

Policy Document

CHILDREN AND YOUNG PERSONS PROTECTION POLICY		Document # AOH-HR004	Print Date N/A
		Prepared By: DCO	Date Prepared: 6 June 2014
Effective Date: 2 Sep 2014	Revision # 5.0	Reviewed By: HR Advisor	Date Reviewed: 28 Aug 2014
Standard:		Authorised By: Business Manager	Date Authorised: 2 Sep 2014

The Archdiocese of Hobart and its Agencies are committed to providing safe workplace environments for children and young people and to ensuring that they are protected from harm while engaged in the organisation's activities and under its care. All persons acting under Archdiocesan auspices (whether priests, religious, employees, volunteers or contractors), seek to provide a safe, positive and enriching experience for every child or young person from engagement in Archdiocesan activities.

Child and young person abuse is not only unacceptable and it is unlawful in accordance with both Commonwealth and State legislation. It is the responsibility of all persons acting under Archdiocesan auspices to participate in the development and maintenance of a workplace that is free from all forms of child abuse. It is the responsibility of management to provide an environment within the bounds of its authority that is free from all forms of child abuse.

For the purpose of this policy, "child abuse" will be taken to include:

- Physical abuse
- Sexual abuse
- Emotional abuse, including witnessing family violence
- Any involvement with child pornography
- Neglect

The Archdiocese of Hobart will seek to identify the significant responsibilities that priests, religious, employees and volunteers have resulting from a high level of contact with children and young people in the Catholic environment and being often seen as role models who have significant influence on the children and young people with whom they come into contact.

The Archdiocese of Hobart and its Agencies shall provide a workplace where all priests, religious, employees and volunteers who participate in organised activities under the banner of the Archdiocese will be required to commit to undertaking child and young person safeguarding strategies, which include:

- The provision of training about the extent and seriousness of this problem and appropriate responses to it.
- Guidelines for minimization and reviews of risks.
- Identification of the indicators of abuse.
- Compliance with mandatory reporting/notification procedures as prescribed by legislation.
- The requirement that all persons employed, engaged or appointed to positions within the Archdiocese provide a National Criminal History Record Check both prior to and during that employment, engagement or appointment.

- The requirement that all persons employed, engaged or appointed to positions within the Archdiocese hold an approved registration card in compliance with the *Registration to Work with Vulnerable People Act 2013*. The registration card must be made available to the HR Department prior to commencing any activities with children or young persons. Where a person holds a conditional registration, their employment, engagement or appointment will be refused should the Archdiocese determine that the conditions of registration are in conflict with the duties the applicant would be required to perform.
- Investigative processes in response to breaches or complaints, which are likely to involve the Tasmanian legal justice system. Substantiated claims will have serious consequences, including the potential for dismissal and court determined custodial sentencing.
- Adherence to the investigative processes and, where appropriate, disciplinary outcomes of the Catholic Church's Towards Healing initiative in response to breaches or complaints of cases of child abuse which may not fall within the criminal justice system.
- Providing access to, and observance of, legislation relating to children, including *Children, Young Persons and Their Families Act 1997*, *Child Care Act 2001* and *Registration to Work with Vulnerable People Act 2013* together with Road Safety legislation in regard to transporting children.
- Building and maintaining a culture of safeguarding children in every Archdiocesan organisation.

Contractors engaged by the Archdiocese are required to comply with this policy and to be appropriately site inducted. For practical and safety reasons, contracts are to specify that adequate supervision is to be provided by Archdiocesan employees or that working areas are to be adequately secured from child access.