





1

Safety Statement



This is an **awareness** raising workshop:

- this is not the place for personal sharing of abuse you've experienced or observed.
- make sure you are physically and emotionally comfortable
- make sure you respect the right to different opinions



2

1. Young Life Australia has a culture and commitment to child safety





3

Young Life Australia has a culture that is **God-honouring, life-giving & harm-free** ... and...that recognizes I have different hats of responsibility....

Pastoral **Youth Life**
Legal

The hats model adapted from James Cobble

4



Young Life has commitment to **safety** and to **safe interactions** with all people:

- Starts at the board and leadership and extends to all workers (paid and unpaid) along with those who attend programs of Young Life.
- This commitment is part of your mandate to operate according to biblical, Christian principles for living and for recognising the unique value and potential of every person. It will inform the policy making, procedure implementation and your interactions with each other.
- This is shown in through:
 - How people are screened before they are employed or volunteer, and then supported in their role
 - This training, and effective support and supervision
 - Creation of safe physical environments in your ministry programs where risks are minimised, and duty of care is exercised.
 - Timely and appropriate response to allegations of risk of harm and ministry misconduct.

5

6

2. An introduction to Child Safety and Wellbeing

7



Child Safe Standards

Office of the Children's Guardian NSW




8

a) Child-Centred Practice




Child-centred is based on the *best interests* of the **child**.

Matthew 18-1:14




9

b) Being Proactive




10


Implementation





<p>STANDARD 2 Children participate in decisions affecting them and are taken seriously</p>	<p>STANDARD 3 Families and communities are informed and involved</p>
<p>STANDARD 4 Equity is upheld and diverse needs are taken into account</p>	<p>STANDARD 8 Physical and online environments minimise the opportunity for abuse to occur</p>

Task

1. Read the material provided
2. Answer the "What questions can we ask to reflect on what we are doing?"




11

Standard 7

Staff are equipped with the knowledge, skills and awareness to keep children safe, through continual education and training




12

3. Understanding Harmful Behaviours 





13


a) Identifying risk of harm concerns 

Child abuse:

Physical, emotional, sexual abuse and/or neglect, resulting in [harm to the child's health, survival, development or dignity](#), often in the context of a relationship of [responsibility, trust or power](#).

The Indicators
Behavioural and physical
– do not mean abuse is
occurring but may be cause
for concern.

- neglect
- physical
- emotional / psychological
- sexual
- sexual grooming
- witnessing domestic violence
- Bullying / harassment



14

Scenario - Norm

Norm has been a Young Life helper at camp for more than 20 years.

Over the past few days at this year's camp, you (as the team leader), have noticed a change in Norm's behaviour from previous years, and that some of the boys are reacting negatively to Norm's manner towards them. When they react to Norm in this way, he becomes verbally aggressive. He yells at them when they misbehave and uses inappropriate rebukes, like "You idiot", "You're a moron".

Last night there was an incident where Norm hit one of the 10-year-old boys hard on the arm whilst rebuking the boy for kicking another camper. Many of the leaders have come to you to complain about Norm's behaviour

This morning the boy's father has called you to complain about Norm (after his son made a midnight call to him). He is accusing Norm of child abuse, being a bully to children in his care, and states he is coming to pick up his son as the environment is "unsafe" and go straight to the Police.

15

Scenario - Theodore

Theodore is 14 years old and has attended Young Life camp for the past few years. This year however Theodore is different...

In previous years he has been the "camp clown" who makes everyone laugh, and everyone loves to have in their group

This year he is not his usual happy self, often wanting to spend more time alone in his room and is really quiet. Some of the leaders have speculated it's because he's going through puberty.

You, as his cabin leader, have decided to sit down with Theodore and the Camp Director and discuss if he wants his Dad to come and pick him up and take him home. To which Theodore yells at you, "I'm not going home with that sadistic pervert!"

16

Scenario – Amy

Amy is a 13-year-old girl who has been attending your Young Life after-school program you run. Her neighbour drops Amy off, with 2 of her own children each week.

This year Amy has come to camp. You are a helper, and you notice that the other children are not wanting to hang out with Amy, and so she is withdrawing herself from the rest of the group.

You ask one of the girls in her cabin if she can go and sit with Amy at dinner, and her response is, "I don't really want to because she really stinks." You have noticed her hair is fairly messy and she indeed does smell, as though she has not washed for some time.

Amy appears to you to be a very thin, pale, quiet, and a somewhat withdrawn child.

17

Scenario – Billie

Juliette is a single mother who has been bringing her 14-year-old daughter Billie to camp for the last few years.

Juliette shares her story with you when she drops Billie off. She shares that she is separated from her husband. She also tells you she had been with him for nearly 15 years, and he had physically and verbally assaulted her throughout that time. Even though she is separated from him, he comes around to her house periodically and tends to revert to his abusive behaviours.

When Juliette's husband is abusive towards her, Billie becomes very frightened and hides in her bedroom. Sometimes she won't come out, even after her father has left the house. After these episodes, Billie has nightmares and becomes fearful of leaving Juliette.

18

Scenario – Jack and Jill

Jack is 18 years old, and his dad is on the Young life Board. Jack has joined the camp team as a cabin leader.

This year the camp theme is *“Putting Jesus at the centre of all our relationships”*

On the 3rd day the study is on *“Putting God first in our use of social media”*.

Whilst the Year 9 girls' discussion group are sharing, you, the group leader notices that Jill (15-year-old) who is normally really talkative, has remained unusually silent and is visibly upset.

After the small group time, Jill and her friend remain behind and ask to talk with you, saying that they need to tell them something really important.

Jill proceeds to disclose that, over this past month, Jack has been sending her private Snapchat requests for her to send him nude selfies of her, saying that she is really cute, and that he would like to meet her privately outside of school.

Jill is also the daughter of one of the Young Life Board members.

19

Group Scenario – Concerns about another leader

Over the period of the camp, there has been a young female leader (you think is about 21yrs old) who you have noticed has longer, scars on her arms, including some new open cuts.

She has also shared with you that she suffers from depression and perhaps the world and her family would be better off without her.

On the last day of the program as you sit with her at breakfast, she leans over to you and says "Thank you for being a such an awesome person to talk to, sorry for burdening you, I won't be alive too much longer, so you won't have to put up with me for much longer"

True or False: This is private and must not be shared with anyone.

True or False: Because you are the person she told; it is your role alone to support her.

True or False: She will require professional help (which may be outside your level of skill).

True or False: You will also need support.

20

Brain Break Time



creating *safer* communities prevent respond recover


21

4. Responding to concerns





22

YOU should...and need to...feel safe to raise concerns about behaviours...and also about incidents and accidents at the camp.



Report all your concerns!



23

What are reasonable grounds to make a report:

- Child discloses
- Someone else discloses
- Reasonable concerns

**Safe Ministry Helpline
1800 070 511**

24

When a child/young person discloses to you a concern...

Show your care & concern by:

- Listening carefully
- Reassure
- Inform
- Ensure

Don't:

- Be dismissive
- Make promises
- Seek further details
- Share with anyone who doesn't need to know

Understand your role
 Support the child – no discussion of abuse
 Report concerns –1800 070 511



25

What barriers (fear/s or concerns) about speaking up about concerns do you have/ you have heard people say??



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26

Who do I need to report my concerns to?



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27

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- Mandatory reporting to Child Services in your state
- Police reporting
- Reportable Conduct
- Young Life (Organisational)

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28

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We want Young Life to be a safe place for everyone - spiritually, physically and emotionally. To achieve this, we should:

- respect each other
- care for each other's safety
- report concerns about abuse and / or misconduct
- report hazards or concerns about property safety

If you have concerns about abuse and/or misconduct at Young Life, call
National Helpline 1800 070 511

Local Contact: Emily Bennett
Email: emily@younglife.org.au

CREATING *safer* communities

29

Use your scenario/s you discussed before the break to write an action plan for responding to your concerns using these hats...

Pastoral Legal Young Life

30

4. Safe Workers



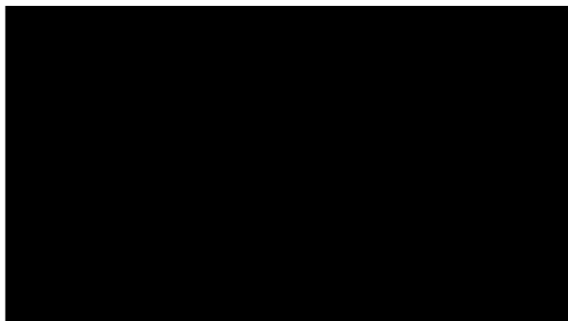
Teams who are:

- Screened
- Supervised
(Code of Conduct)
- Trained



31

Understanding Boundaries



32

Before crossing a boundary ask yourself:



- Is this the right* - time?
 - place?
 - right situation?
 - person to cross this boundary with?

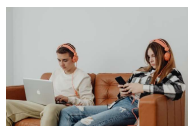


33

5. Safe Environments



Safe environments are transparent and accountable in relation to both procedures and relationships.



- Physical
- Online
- Emotional



34

DUTY OF CARE



We are all responsible to make sure all 3 environments are safe:

- Care for yourself
- Do all you can to "do no harm" to others
- Follow instructions



35

DUTY OF CARE




Henry is a first-time leader on the Young Life camp this year. On the first day of camp, Henry decided to take a group of kids out to the oval to play some outdoor games. Unfortunately, the games got too rough, and a girl ended up with a bad cut on her knee. Henry decided he would quickly leave his group to keep playing & take the girl to the kitchen to apply first aid, however he struggled to stop the bleeding, so he decided to tie a tea towel around the girl's knee. Even though he felt like he was way out of his depth, he really didn't want to call for help from other leaders, as he thought it would look like he was incompetent.

When he went back to the oval with the girl on his back, there were only about half of the kids still there. One of the campers who was still there said the others had decided to go for a walk down to the corner shop offsite (without an adult).

Henry started to panic and decided the best thing was to take the rest of the kids with him and go to find the others at the shops.

36


DUTY OF CARE




What duty of care and 'inflexible' boundary crossings are evident in this scenario?

Whose safety was put at risk in this scenario?

37



6. Self Care



38

Support and self care

Support

Self care



Reflection - Self care practices

39
