

# SAFEGUARDING OUR CHURCH COMMUNITY - The Safe Ministry Framework

## Our Commitment

The Diocese is committed to a Church environment that is nurturing, sustaining, faithful to Orthodoxy, and expressing the love we have been asked to reflect by our Lord Jesus Christ.

The Church must be a place of trust, care, and accountability - for everyone.

### Applies to ALL Church Workers

Clergy · Lay Ministers · Admin Staff  
Teachers · Youth Leaders · Volunteers  
Committee Members · Music Leaders

## THE 8 GUIDING PRINCIPLES OF THE SAFE MINISTRY FRAMEWORK

### Safety & Protection

The safety and well-being of all people, especially children and vulnerable adults, is our highest priority.



### Fitness for Service

The primary focus is assessing a Church Worker's ongoing fitness for their role — not purely punitive.



### Fairness & Procedural Justice

All complaints are handled fairly, impartially, and in a timely manner with respect for all parties.



### Independence & Impartiality

Complaints are handled by independent bodies to ensure objectivity and freedom from bias.



### Transparency & Accountability

A culture of accountability where all Church Workers are responsible for their conduct.



### Confidentiality & Privacy

The privacy of all parties is respected and information is kept confidential to the extent possible.



### Trauma-Informed Practice

The system is administered with sensitivity to the needs of those who have experienced trauma.



### Review & Improve

The Diocese is committed to learning from complaints, to review and improve its policies and practices.



## THE POLICIES WITHIN THE SAFE MINISTRY FRAMEWORK

### POL016 Safeguarding Our Church Community Policy

The high-level overview of the entire system — its purpose, principles, and how all Framework policies interrelate.

### POL015 Code of Conduct for Church Workers

Sets the specific standards of behaviour and conduct expected of all Church Workers within the Diocese.

### POL010 Child-Safe Policy

Specific requirements for Church Workers dealing with children, reflecting state and territory legislative requirements.

### POL018 Professional Standards Committee (PSC) Policy

Defines the structure, powers, and procedures of the PSC, the central decision-making body of the Framework.

### POL019 Complaints Management Policy & Procedures

The detailed operational manual for the complaints system, covering investigation, reporting, and resolution processes.

### POL020 Clearance for Service Policy

Outlines the procedures for screening, inducting, and verifying all Church Workers prior to service.

## KEY ROLES WITHIN THE FRAMEWORK

### Church Workers

Understand & comply with the Code of Conduct and all Framework Policies

### Safe Ministry Helpline

Independent external body - receives, assesses & actions all complaints

### Professional Standards Committee (PSC)

Central decision-making body reviews reports & determines outcomes

### Church Authority

Vicar Bishop, Dean or Rector - implements PSC directions within the parish.

### Diocesan Council

Procedural oversight of and receives de-identified annual PSC report

### To report a concern:

Safe Ministry Helpline 1800 070 511 | [csc@safercommunities.net.au](mailto:csc@safercommunities.net.au)

Refer to the companion infographic for the full reporting pathway. For complete policy details, refer to the individual policy documents.

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[SafeMinistry@anzrocor.org.au](mailto:SafeMinistry@anzrocor.org.au) DWG004-06/2026-vsn3.3