

Diocese of Lismore Parish Safeguarding Self-Assessment and Continuous Improvement Action Plan

The Diocese of Lismore is wholly committed to ensuring the safety, well-being and dignity of all children, young people and vulnerable adults. The Diocese provides policy, guidelines, advice, training, and resource materials whilst working alongside its parishes to ensure safe parishes and communities for all those involved with the parish community.

This *Self-Assessment* and *Continuous Improvement Action Plan* (Action Plan) are tools that have been developed to assist parishes within the Diocese to continuously improve their safeguarding procedures. It is intended to support parishes in reviewing the safeguarding measures they currently have in place for child safe environments, and to identify further improvements that need to take place to ensure compliance with the Office of the Children's Guardian (OCG) 10 Child Safe Standards (CSS) and Catholic Professional Standards Ltd (CPSL) 10 National Catholic Safeguarding Standards (NCSS) Standards. It further aims to:

- Build and strengthen a culture of Safeguarding children and vulnerable people within the parishes of the Diocese of Lismore;
- Support and assist parishes within the Diocese to understand, implement and comply with the CSS and NCSS;
- Support and assist parishes within the Diocese to understand, implement and comply with legislative requirements, reporting obligations and the Diocesan policy and guidance documents;
- Identify potential risk of harm to children within the Diocesan parishes and strive for continuous improvement strategies to protect children, young people and vulnerable adults.

The CSS and NCSS are designed to ensure all entities have a child safe culture and practices that are in accordance with legislative requirements, community expectations and Gospel values. The aim is to achieve and maintain a genuine commitment to child safe culture and practice through incremental and continuous improvement over time.

Steps to complete the Self-Assessment and follow-up Action Plan

Step 1: Complete the *Self-Assessment* by ticking on the appropriate column of each indicator and providing additional information as required.

Step 2: Where there is a 'No' or 'Working Towards' response to a question, this indicates a need to implement additional measures and should be transferred to the *Safeguarding Action Plan for Continuous Improvement*.

Step 3: Each parish is required to develop a *Safeguarding Action Plan for Continuous Improvement* for each church they are responsible for. The aim of this Plan is to help you identify areas within your parish that need improvement and to formulate actions and timelines to achieve this.

Step 4: Send the Self-Assessment and Continuous Improvement Plan to your Parish Priest for sign off.

Step 5: Return the signed Self-Assessment and Continuous Improvement Plan to the Safeguarding Office via safeguarding@lismore.catholic.org.au or post, Diocese of Lismore, Chancery, PO Box 1, Lismore, NSW, 2480.

Attachment A of this document provides a *Safeguarding Action Plan for Continuous Improvement* template for the parish. Please share your results and improvements with the parish staff prior to submitting the completed Self-Assessment to the Safeguarding Office.



Name of Parish or Agency:	
Name of the Person completing the form:	
Date completed:	

DEFINITIONS for the purpose of this assessment include:

Church Authority – means the Bishop of the Diocese or his Administrator from time to time.
Leaders – means all personnel who are responsible for important governance decisions within the Diocese and/or who lead and coordinate improvement initiatives.
Worker – means clergy, employees, board members, contractors volunteers, work experience students and trainees of the Diocese.

Indicators	Yes	No	Working Towards	Not Applicable	Description/Evidence: <i>Please include details as to how this specific indicator is complied with, including any planned activity in progress or not yet implemented</i>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Standard 1: Child safety is embedded in organisational leadership, governance and culture <i>Committed leadership, governance and culture</i>					
Outcome: Organisations prioritise child safety in what they say and do.					
1.1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Diocese of Lismore has provided the Diocesan Safeguarding Statement to all Parishes.
1.2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Diocese of Lismore has produced the Diocesan Safeguarding Policy for Children, Young People and Vulnerable Adults.
1.3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Diocese of Lismore create and maintain a culture of safeguarding by (not limited to); <ul style="list-style-type: none"> • Providing Safeguarding Training, • Providing Safeguarding resources for Parishes, • Undertaking risk assessments for Child activities, • Assisting, participating and completing the Self-Assessment tool and Continuous Improvement Plan.

1.4	The entity appoints a Safeguarding Committee at the highest level of leadership for oversight.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Diocese of Lismore has a Diocesan Safeguarding Council which meets quarterly at the Bishop's Chancery discussing an existing agenda including risk areas of Education, Early Education.
1.5	The entity appoints and promotes the role of Safeguarding Coordinator(s) to oversee the implementation of safeguarding practices, protocols, policies and procedures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Diocese of Lismore has a Diocesan Safeguarding Office who extend their practices, protocols, policies and procedures to entities.
1.6	All personnel understand that child safeguarding is everyone's responsibility and are empowered to provide input on child safeguarding practices.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> Has your staff attended mandatory Safeguarding Training?
1.7	Is safeguarding of children and young people a standing agenda item for your team meetings and Parish Council?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1.8	Are messages from the Safeguarding newsletter linked to the Parish Newsletter?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

<p>1.9</p>	<p>The Code of Conduct explicitly applies to all workers, contains expected standards of behaviour, is written in accessible language and communicated to all.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The Diocesan Code of Conduct has been distributed to all Parishes.</p>
<p>1.10</p>	<p>Has each parish 'Worker' received the Diocesan Code of Conduct and signed a copy indicating their understanding?</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><u>Evidence:</u> Copy of signed Code of Conduct in personnel files</p>
<p>1.11</p>	<p>Do 'Workers' understand their obligations in reporting, sharing information and keeping records (in line with <i>Storing and Sharing Safeguarding Records protocol</i>)?</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Refer to the Diocesan Safeguarding Handbook – document 'Record Keeping and Sharing'.</p>
<p>1.12</p>	<p>Participation in events that promote child safety, e.g. National Child Protection Week, national Apology to Victims and Survivors of Institutional abuse, Safer Internet Day and other events that specifically promote child safety.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<p>1.13</p>	<p>Work collaboratively with survivors of abuse – find out about what support advocacy</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

	organisations can offer survivors of abuse.	Yes	No	Working Towards	Not Applicable	Description/Evidence: <i>Please include details as to how this specific indicator is complied with, including any planned activity in progress or not yet implemented</i>
Standard 2: Children participate in decisions affecting them and are taken seriously <i>Children are safe, informed and participate</i>						
Outcome: Children are encouraged to speak up and are believed.						
2.1	In your Parish, do you openly display contact details for independent child advocacy services and child helpline telephone numbers, and explain their use to children?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2.2	There are age and developmentally appropriate strategies to proactively, engage with children, seek their views, consult with children about decisions that affect them and what makes them feel safe.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2.3	Does the parish recognise and promote children's rights, including their right to be safe from abuse and are informed of who	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	If yes, how does this happen?

	they should contact if they have concerns.																					
2.4	Do Parish 'Workers' listen to and consult with children of the parish?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>												If yes, how does this happen?	
2.5	Personnel are attuned to the signs of harm and facilitate child-friendly ways for children to express views, participate in decision making and raise concerns.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>													
2.6	Creating and displaying artwork that supports child safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>													
2.7	Actively involve children and young people in worship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>													
2.8	Age appropriate sex education and personal safety resources.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>													
Indicators		Yes	No	Working Towards	Not Applicable	Description/Evidence: <i>Please include details as to how this specific indicator is complied with, including any planned activity in progress or not yet implemented</i>																
Standard 3: Families and communities are informed and involved <i>Partnering with families, carers and communities</i>																						
Outcome: Organisations actively engage with families and communities to support children.																						
3.1	Have you informed the congregation (including parents) of the	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>												<u>Evidence:</u> In the parish bulletin's, notice to parishioners etc.	

	<p><i>Safeguarding children, Young Persons and Vulnerable Adults Policy</i></p> <p>- is this displayed in your Parish and have you informed parishioners where they can find a copy?</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
3.2	<p>Have you made families, carers and the community aware of who holds leadership roles within the parish and the roles they hold i.e. Parish Priest, Parish Council, Parish Business Manager and Finance Council?</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
3.3	<p>Families, carer and communities have a say in policies and practices.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			<p>The Safeguarding Office is working towards engaging families and carers views on policies and practices.</p>
3.4	<p>Keeping children safe during faith community events.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			<p><u>Evidence:</u> Do you use the Risk Assessment for Child Activities?</p>
Indicators		Yes	No	Working Towards	Not Applicable	<p>Description/Evidence: <i>Please include details as to how this specific indicator is complied with, including any planned activity in progress or not yet implemented</i></p>		
<p>Standard 4: Equity is upheld and diverse needs are taken into account <i>Equity is promoted and diversity is respected</i></p>								
<p>Outcome: Children are provided opportunities to participate to their full potential.</p>								
4.1	<p>Do you actively consider the diverse</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			<p><u>Evidence:</u> Through sacramental programs.</p>

	needs of the children and vulnerable in your parish?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4.2	Child friendly material is available in accessible language and formats that promote inclusion and informs all children of the support and complaints processes available to them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Safeguarding Office has produced child friendly material such as: <ul style="list-style-type: none"> • <i>Someone will Listen to you card</i> • <i>Rights and Responsibilities poster</i>
4.3	Culturally safe organisations for Aboriginal and Torres Strait Islander Children.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4.4	Support LGBTIQ and young people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4.5	Creating safe environments for children from CALD backgrounds.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4.6	Seek input from children with disability about the delivery of services and best processes to encourage them to speak up about concerns.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Indicators		Yes	No	Working Towards	Not Applicable	Description/Evidence: <i>Please include details as to how this specific indicator is complied with, including any planned activity in progress or not yet implemented</i>
Standard 5: People working with children are suitable and supported						
Robust Human Resource Management						
Outcome: Organisations attract, recruit, supervise and support staff to keep children safe.						
5.1	Does the Parish have safe recruitment practices in place for everyone engaged in ministry with children, young persons and vulnerable adults?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evidence: a file for each person with paperwork showing their recruitment process, reference checks, employment or volunteer agreement. Advertising, interview questions, referee checks, screening emphasise child safety.
5.2	Positions are assessed for the expected level of contact with children and appropriate child safeguarding recruitment procedures are implemented.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5.3	Position descriptions, selection criteria, referee checks and interview questions articulate that children are valued and respected and also the Diocesan Commitment to Safeguarding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5.4	Are child related questions as outlined in the <i>Safeguarding Children and Vulnerable</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

	<i>Adult handbook</i> utilised in interviews?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> WWCC number and verification on file.
5.5	Have all Parish 'Workers' who are engaged in child-related roles, had a Working Check with Children Check (WWCC)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5.6	Have WWCC numbers been verified by the Office of the Children's Guardian? Is there evidence in the parish to support the verification?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5.7	Retain records of WWCC checks, verifications, Bars or Interim bars.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5.8	Ongoing supervision and people management is focused on child safeguarding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> Annual performance reviews for personnel include child safeguarding?
5.9	Scheduled Induction programs that familiarise staff with relevant policy, protocols, procedures so they are equipped to work with children.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5.10	Do you ensure that all visiting clergy use the Visiting Clergy Register?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> Copy of register.

5.11	Has the Parish submitted the Visiting Clergy Register 6 monthly to the Chancery Office in January and June of this year?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5.12	Ongoing training, regular mandatory reporting, reportable conduct and safeguarding training.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evidence: Participation of 'Workers' in Diocesan training.
5.13	Personnel files for all 'Workers'	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	File with copies of appropriate forms, LOO, Identification documents, policy declarations, position descriptions, resume, applications ,referee checks etc.
Indicators						
		Yes	No	Working Towards	Not Applicable	Description/Evidence: <i>Please include details as to how this specific indicator is complied with, including any planned activity in progress or not yet implemented</i>
Standard 6: Processes to respond to complaints of child abuse (or other concerns) are child-focused						
Effective Complaint Management						
Outcome: Children are the priority when responding to complaints of abuse.						
6.1	An effective Complaints Handling Policy and procedures which clearly outline the roles and responsibilities, approaches to dealing with different types of complaints, reporting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evidence: The Diocese of Lismore has implemented a Diocesan Complaints Handling Policy.

	obligations and record keeping requirements.							
6.2	Complaints are taken seriously and responded to promptly and thoroughly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6.3	A child focused complaint handling system that is understood by children, families, carers and personnel.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Diocese Safeguarding Office is working on a child focus Complaints Handling Policy or Protocol.
6.4	Conduct risk assessments upon receiving complaints.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6.5	The Complaints Handling Policy requires that on receipt of a complaint of child sexual abuse is plausible the 'Worker' be stood down from their role and/or ministry while the complaint is investigated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6.6	Record keeping protocols are in place for complaint management and compliance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6.7	Policies and procedures are in place for	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

	reporting concerns and complaints to relevant authorities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
6.8	Reporting, privacy and employment law obligations are met.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
6.9	Have you promoted, distributed and informed the congregation about the <i>Listening to You</i> card for raising concerns and feedback? Is the card readily available in your Church for everyone to access?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> Parishioners have been advised via parish Bulletin and <i>Listening to You</i> cards in the church foyer	
6.10	Are you appropriately documenting any concerns brought to your attention or complaints that have the potential to harm a child, and aware of how to escalate concerns?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> <i>Concern/Complaints Form</i> or <i>Incident Report Form</i> on file	
6.11	Are all parish workers aware of, and understand, <i>Mandatory Reporting</i> and <i>Reportable Conduct</i> processes and procedures?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
6.12	Promote a culture that encourages feedback	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ensure 'Workers' know about the Whistle Blower protection in the Children's Guardian Act 2019. <u>Evidence:</u> Level 1 Safeguarding Training.	

	including making complaints.		Yes	No	Working Towards	Not Applicable	
Indicators							Description/Evidence: <i>Please include details as to how this specific indicator is complied with, including any planned activity in progress or not yet implemented</i>
Standard 7: Staff are equipped with the knowledge, skills and awareness to keep children safe, through continual education and training <i>Ongoing education and training</i>							
Outcome: Organisations invest in building staff skills, abilities and confidence.							
7.1	Have Priests of the Parish attended Safeguarding Training Level 1, 2 and 3 or are they registered for training requirements?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> certificate of participation in Safeguarding Training
7.2	Parish and Agency 'Workers' attend safeguarding and topic training where relevant to their roles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7.3	Have all Parish workers who are engaged in parish activities with children attended a Safeguarding Induction session?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> certificate of participation on personnel file, training register in the parish
7.4	Maintain records of participation in induction and all training sessions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7.5	'Workers' receive training to recognise the nature and indicators of child	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> Level 1 Safeguarding Training for recognising child abuse.

	abuse, including harmful behaviour by a child towards another child.							
7.6	'Worker' receive training on how to effectively respond to child safeguarding risks, disclosures and allegations of abuse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> Level 1 Safeguarding Training for recognising child abuse.
7.7	Be proactive in developing you child safety knowledge.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> ELearning – OCG
Indicators		Yes	No	Working Towards	Not Applicable	Description/Evidence: <i>Please include details as to how this specific indicator is complied with, including any planned activity in progress or not yet implemented</i>		
Standard 8: Physical and online environments minimise the opportunity for abuse or other kinds of harm to occur <i>Safe physical and online Requirements</i>								
Outcome: Risks to children in physical and online environments are identified and minimised.								
8.1	Have you completed a risk assessment and mitigation plan for all parish activities involving children in your parish?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> Copies of Risk Assessments available for past activities
8.2	The online environment is used in accordance with the Code of Conduct and any other relevant policy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> Diocesan Code of Conduct <u>Evidence:</u> Diocesan Social Media Policy
8.3	Are incidents and hazards reported using	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

	the <i>Incident Report Form</i> ?						
8.4	Risk management plans consider risks posed by settings, activities and physical environments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
8.5	Do you follow the <i>Good Practice Guidelines</i> relating to photography/video recording outlined in the <i>Safeguarding Children and Vulnerable Adult handbook</i> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
8.6	Contract facilities and services to and from third parties have procurement policies in place that ensure the safeguarding of children.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Indicators		Yes	No	Working Towards	Not Applicable	Description/Evidence: <i>Please include details as to how this specific indicator is complied with, including any planned activity in progress or not yet implemented</i>	
Standard 9: Implementation of the Child Safe Standards is continuously reviewed and improved <i>Continuous improvement</i>							
Outcome: Organisations continuously improve their child safe practices.							
9.1	Regular reviews and improves child safeguarding practices.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> Copies of Self-Assessment and Continuous Improvement plans on file.	
9.2	Have you identified improvements and	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

	actions required from your previous Parish Safeguarding Continuous Improvement Plan?							
9.3	Reports on findings of reviews are provided to personnel, children, families, carers and community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		The Diocese of Lismore does not make its reporting findings on Safeguarding available to all stakeholders.
9.4	Sharing knowledge, engage with other faith communities to share knowledge, experience and good practice and ask 'Workers', families and children for feedback.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Indicators		Yes	No	Working Towards	Not Applicable	Description/Evidence: <i>Please include details as to how this specific indicator is complied with, including any planned activity in progress or not yet implemented</i>		
Standard 10: Policies and procedures document how the organisation is child safe <i>Policies and procedures support child safety</i>								
Outcome: Policies and procedures are championed by leaders, localised, understood by staff and clearly communicated.								
10.1	All policies and procedures are supported by leaders, distributed and clearly communicated to all.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10.2	Are workers aware of, and understand, the <i>Safeguarding Children and Vulnerable Adult</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

	<i>handbook and its' resources?</i>								
10.3	Church Authority and Leaders champion and model compliance with policy and procedures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Evidence:</u> The Bishop, Vicar General and all Leaders of the Diocese of Lismore promote and enact all policies and procedures relevant to Safeguarding. Further the Bishop's Commitment Statement to Safeguarding has been distributed and supported by all Leaders.
10.4	Are you implementing best practise Safeguarding processes in your parish, using the resources available in the <i>Safeguarding Children and Vulnerable Adult handbook?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	