



**Anglican Diocese  
of Auckland**  
Glorifying God the Holy Trinity

**Anglican Diocese of Auckland  
Children and Young Persons Safeguarding Policy**

## 1. Statement

- 1.1 The Anglican Diocese of Auckland upholds children and young people as image bearers of God and is committed to protecting the physical, emotional, psychological, and spiritual wellbeing of all children and young people and safeguarding children and young people from harm.
- 1.2 Title D Canon I of the Canons of the Anglican Church in Aotearoa, New Zealand and Polynesia outlines the obligations of those in ministerial leadership. The protection of children from harm is a primary obligation,<sup>1</sup> and all provisions and implications for the welfare of children and young persons under civil laws shall be observed.<sup>2</sup>

## 2. Purpose

- 2.1 The purpose of this Children and Young Persons Safeguarding Policy is to ensure that the dignity of children and young people is upheld and that all leaders and Parishes operate in a way that ensures children and young people are protected from harm.
- 2.2 This Children and Young Persons Safeguarding Policy sets out the Anglican Diocese of Auckland's expectations relating to;
- (a) Recruitment (including safety checking, references and interviews);
  - (b) Training for Children and Young Persons Safeguarding Officers, Children or Youth Workers, Employees and Volunteers;
  - (c) Recognising, responding to, and reporting child abuse;
  - (d) Confidentiality and information sharing; and
  - (e) Child safe practice guidelines, including other matters that may impact the safety of children and young people.

## 3. Definitions

- 3.1 For the purpose of this Policy, the following definitions are used:

| Term:                        | Definition:                                                                                                                                                                                                                                                                       |
|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| "child abuse"                | As defined in the <a href="#">Oranga Tamariki Act / Children's and Young People's Well-being Act 1989</a> , child abuse means the harming (whether physically, emotionally, spiritually or sexually), ill-treatment, abuse, neglect, or deprivation of any child or young person. |
| "Child Safeguarding Officer" | The person who is the child safeguarding officer for a Parish.                                                                                                                                                                                                                    |
| "Child/Youth Focused Event"  | Events that are run by a Parish or Group at which children and young people are under the direct supervision and care of an appointed Children or Youth Worker or minister who is directly responsible for the                                                                    |

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<sup>1</sup> Title D Canon I Clause 17

<sup>2</sup> Title D Canon I Clause 14

|                                                               |                                                                                                                                                                                                                                                          |
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|                                                               | wellbeing of the child or young person at that point in time, for example, youth group, Sunday school class, holiday programme, youth leaders taking a group to a diocesan youth event.                                                                  |
| “child” and “children” / “young person” and “young people”    | Refer to persons who are under 18 years of age.                                                                                                                                                                                                          |
| “Children or Youth Worker”                                    | A person who works with children or young people (as a Volunteer or Employee), either as the only worker present or as the worker who has the primary responsibility for, or authority over, the children or young people present at the Ministry Event. |
| “Diocesan Child Safeguarding Officer”                         | The person who is the child safeguarding officer for the Anglican Diocese of Auckland.                                                                                                                                                                   |
| “Emergency”                                                   | An unexpected or dangerous situation, which is threatening to the immediate health or safety of any person and requires immediate action.                                                                                                                |
| “Group”                                                       | A group that comes directly under the management or control of a Parish or the Diocese.<br>Does not include a group that rents or uses the premises of a Parish which is not otherwise under the management and control of the Parish or the Diocese.    |
| “Minister”                                                    | As defined in <a href="#">Title D Canon I of the Canons of the Anglican Church in Aotearoa, New Zealand and Polynesia</a> .                                                                                                                              |
| “Ministry Event”                                              | Events that are run by the parish where people of all ages might attend, including children and their families, for example, church services, shared meals, outreach ministries.                                                                         |
| “Office Bearer”                                               | As defined in <a href="#">Title D Canon I of the Canons of the Anglican Church in Aotearoa, New Zealand and Polynesia</a> .                                                                                                                              |
| “Parishes”                                                    | A defined geographical area within which there is a worshipping community that recognises its responsibility to provide mission and ministry within that area. For the purposes of this Policy includes Mission Ventures.                                |
| “Policy” and “Children and Young Persons Safeguarding Policy” | This children and young persons safeguarding policy for the Anglican Diocese of Auckland and includes all updates to this policy.                                                                                                                        |
| “Staff” or “Employees”                                        | Any person who is employed or contracted by or appointed to a Parish or Diocesan Council of the Anglican Diocese of Auckland, whether that be in lay or ordained positions.                                                                              |
| “Vestry”                                                      | The governing body of a parish.                                                                                                                                                                                                                          |
| “Volunteer”                                                   | Any person who donates their time or performs a service or role in a Parish or the Diocese without pay, whether that be in lay or ordained positions.                                                                                                    |

## 4. Scope

- 4.1 This Children and Young Persons Safeguarding Policy applies to all Ministers, Staff, Employees and Volunteers who may have direct contact with, or work with, children and young people as part of their role or duties within the Anglican Diocese of Auckland.
- 4.2 The Children and Young Persons Safeguarding Policy also applies to diocesan events and Groups that operate under the Anglican Diocese of Auckland, such as Space, Seasons and Mainly Music.
- 4.3 For Ministers and office bearers, this Policy must be read in conjunction with the processes and standards set out at Title D Canon 1 of the Church.
- 4.4 This Children and Young Persons Safeguarding Policy does not apply to groups that rent or use the premises of a Parish or the Anglican Diocese of Auckland, but which are not under the management and control of the Parish or the Diocese.

This policy should be read in conjunction with the diocesan Child Safeguarding Procedures and other supporting documentation.

## 5. Responsibility

- 5.1 Those who are responsible for upholding this Children and Young Persons Safeguarding Policy are:
  - (a) The vestry of a Parish;
  - (b) All Ministers in a Parish;
  - (c) The Child Safeguarding Officer as identified by the vestry of a Parish;
  - (d) Staff, Employees and Volunteers who are part of a Parish, including Children or Youth Workers; and
  - (e) All other Staff and Employees of the Anglican Diocese of Auckland.
- 5.2 The Anglican Diocese of Auckland (Diocesan Council) is responsible for ensuring:
  - (a) All Parishes receive a copy of the Policy;
  - (b) Implementation of the Policy; and
  - (c) Providing regular opportunities for training as outlined in this Policy.
- 5.3 Individuals are responsible for their personal adoption of all Anglican Diocese of Auckland requirements and compliance with the law.

## 6. Child Safeguarding Officers

- 6.1 The Diocesan Council will appoint a Diocesan Child Safeguarding Officer to be responsible for the championing and implementation of this Policy and the rights and safety of children and young people within the Anglican Diocese of Auckland.
- 6.2 The vestry of each Parish will appoint a Child Safeguarding Officer to be responsible for the championing and implementation of this Policy and upholding the rights and safety of children and young people within their Parish.

## 7. Safety Checking

- 7.1 All children and youth workers, child safeguarding officers, ministers either employed or volunteers who are in direct contact with children/young people are required to have a full safety check, in line with the [Children's Act 2014](#) and [Children's \(Requirement for Safety Checks of Children's Workers\) Regulations 2015](#).

## 8. Training

- 8.1 Vestries of parishes will ensure that Child Safeguarding Officers, Children and Youth Workers will be appropriately trained and equipped to ensure the safety and wellbeing of the children and young people in their care.

## 9. Mandatory Reporting

- 9.1 All concerns of abuse or neglect of any kind must be reported to the relevant authorities (Oranga Tamariki or the Police) as per related diocesan child safeguarding procedures and supporting documentation.

## 10. Child Safe Practice

- 10.1 It is important that Staff, Employees, Children or Youth Workers, Volunteers or Ministers follow child safe practices and best practice guidelines at all times, in line with diocesan child safeguarding procedures and supporting documentation.

## 11. Privacy and Confidentiality

- 11.1 Children and young people's right to privacy will be upheld and information will only be shared with the relevant people as relates to the purposes of safety.
- 11.2 All personal information received from or about a child or young person concerning his, her or their welfare will be treated as confidential.
- 11.3 Confidential information may only be shared as is necessary to ensure that a child or young person is not harmed or for the purposes of reporting and may be shared with:
- (a) the Child Safeguarding Officer and Minister of the relevant Parish;
  - (b) Oranga Tamariki and the Police;
  - (c) parents, guardians and caregivers provided that advice has first been sought from Oranga Tamariki and/or the Police;
  - (d) other Children or Youth Workers, Staff, Employees, Volunteers and Ministers provided that advice has first been sought from Oranga Tamariki and/or the Police and only if this is to benefit the wellbeing of the child.
  - (e) the Diocesan Child Safeguarding Officer, the Archdeacon, the Chancellor and the Bishop of the Anglican Diocese of Auckland may be informed as part of the process when the accused holds a licenced or ministry position or in the case of public or media interest.
- 11.4 The gathering, storing or disclosing of personal information about individuals must comply with the Privacy Principles set out in the Privacy Act 2020.

## **12. Related policies**

12.1 This Children and Young Persons Safeguarding Policy has been written in accordance with other existing policies of the Anglican Diocese of Auckland, including but not exclusive to:

- (a) The Privacy Policy;
- (b) Health and Safety Policies;
- (c) Anti-bullying, Harassment and Discrimination Policy; and
- (d) Existing policies used by Space, Seasons and Mainly Music.

## **13. Related legislation and regulations**

13.1 This Children and Young Persons Safeguarding Policy has been written in accordance with the following legislation and / or regulations:

- (a) Anglican Church in Aotearoa, New Zealand and Polynesia, Title D of Canons, including but not limited to Title D interpretations, Title D Canon I, Title D Canon II, Title D Canon IV, Title D Canon V, Title D Canon VI.
- (b) Oranga Tamariki Act 1989 / Children's and Young People's Well-being Act 1989.
- (c) Care of Children Act 2004.
- (d) Children's Act 2014.
- (e) Children's (Requirements for Safety Checks of Children's Workers) Regulations 2015.
- (f) Domestic Violence Act 1995.
- (g) Education Act 1989.
- (h) Employment Relations Act 2000.
- (i) Health and Disability Commissioner Act 1994.
- (j) Health and Safety at Work Act (General Risk & Workplace management) Regulations, 2016
- (k) Code of Health and Disability Services Consumers' Rights.
- (l) Human Rights Act 1993.
- (m) Privacy Act 2020.
- (n) Any Government mandate from the New Zealand COVID-19 Public Health response and New Zealand COVID-19 Protection Framework.
- (o) United Nations Convention on the Rights of the Child (UNCROC), 1989

## **14. Review**

14.1 This Children and Young Persons Safeguarding Policy and any related documents will be reviewed one year after the Policy's adoption and then on a two-yearly basis by the Anglican Diocese of Auckland Health and Safety Advisory Group (or its equivalent) and, following the Advisory Group's review, approved by the Diocesan Council.

This Policy was approved by Diocesan Council in May 2025.