

UKRAINIAN CATHOLIC CHURCH IN AUSTRALIA, NEW ZEALAND AND OCEANIA

Risk Management Policy 2026



UKRAINIAN CATHOLIC CHURCH IN AUSTRALIA, NEW ZEALAND & OCEANIA

RISK MANAGEMENT POLICY

“How precious is your unfailing love, O God!

All humanity finds shelter in the shadow of your wings.”

Psalm 36:7-8

INTRODUCTION

All organisations deal with some element of risk. This can include financial, work, health and safety. Organisations that work with children and adults at risk have a particular responsibility to keep them safe from harm and abuse.

Children and adults can be exposed to higher levels of risk when organisations take no action to implement protective strategies.

A vital component of an organisation’s approach to mitigating and preventing risk is a Child and Adult Safe Risk Management Plan. Such a plan is not about mitigating risks associated with accidents and omissions, slips, trips and falls. Instead, it needs to look at how organisations can prevent children and adults at risk from being exposed to abuse, including emotional, physical, and sexual abuse as well as grooming and misconduct.

It is important to remember that, unlike accident prevention, abuse is sometimes deliberately inflicted as well as being the result of errors being made by unskilled workers or volunteers or procedures not being followed.

DOCUMENT INFORMATION

NAME OF POLICY	RISK MANAGEMENT POLICY FOR SAFEGUARDING OF CHILDREN AND ADULTS AT RISK
DESCRIPTION	This policy is designed to raise awareness and assist the Eparchy and Parishes in identifying and managing risks that could affect the safeguarding of children and adults at risk.
POLICY SCOPE (applies to)	Eparchial & Parish Administration, clergy, Religious, Employees, Volunteers, Committee Members, Parishioners
POLICY STATUS	New Policy 2026
POLICY CATEGORY	ACNC Governance Standards & Standard 1 NCSS <i>Committed leadership, governance and culture</i> ; Standard 8. <i>Safe physical and online environments</i> ; Standard 10. <i>Policies and Procedures support child and vulnerable adult safety</i> .
POLICY SUB- CATEGORY	Risk Management
APPROVAL AUTHORITY	Eparch/Vicar General Ukrainian Catholic Church in Australia, New Zealand & Oceania
GOVERNING AUTHORITY	Eparchial Safeguarding Committee
RESPONSIBLE OFFICERS	Vicar General & Chair Eparchial Safeguarding Committee
APPROVAL DATE	31 st January 2026
DATE OF POLICY REVIEW	2027



1. Philosophy and Approach to Risk Management

The purpose of the Eparchial Risk Management policy and guidelines is to support Eparchial and Parish Administrators in considering and applying strategies to identify, assess, and implement steps to mitigate or minimize risk in parish communities within the Eparchy, especially for children and adults at risk, associated with their regular activities, services, and programs.

This policy is based on the National Catholic Safeguarding Standards, particularly Standard 1 and Standard 8. Safe physical and online environments emphasize the responsibility of parishes to reduce opportunities for abuse in both physical and digital settings. Parishes, the eparchy, and personnel are expected to be proactive in recognizing and mitigating safeguarding risks.

This policy and its guidelines complement other Safeguarding documents, including:

- Commitment Statement
- Code of Conduct
- Safeguarding Policy
- Safeguarding Risk Management Plan

Together, these documents describe and underpin the Eparchy's approach to safeguarding, outlining appropriate supervision, oversight, and behavior toward children and adults at risk. This also includes managing risks related to third parties or contractors and the use of facilities by others. Both physical and online environments should promote safety and include proper safeguards to minimize the opportunity for harm to children and adults at risk.

2. Risk Management Planning

A good Safeguarding Risk Management Plan benefits children and adults at risk and their families, as well as the Church.

A Risk Management Plan should:

- be developed from a clear informed concept of potential intentional and unintentional risks for abuse to children, and adults at risk in the specific setting of the Eparchy/Parish
- have a preventative focus
- have appropriate strategies or controls to eliminate or mitigate identified risks
- consider any increased risk with specific activities but should not discourage positive relationships between adults and children and young people.

Any approach to risk planning that prioritises safety should have at its heart the following values:

- children, and adults at risk abuse is not tolerated.
 - the best interests of children, and adults at risk and their protection from harm is paramount.
 - children's and adults at risk, rights are understood and respected.
 - concerns about the safety of a child, and adults at risk, raised by them and their parents and carers, are treated seriously and acted on.
 - reporting instances of abuse must not be obstructed or prevented.
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- All parishes must complete a risk assessment to identify any perceived safeguarding risks, the likelihood of them occurring; and the response and consequences if they did occur.
 - A Safeguarding Risk Assessment Checklist (Appendix 1) is to be used in the initial planning stage for all identified areas, events or activities. It is not necessary to repeat this process for ongoing events or activities unless there are changes to the scope of the event or activity.
 - It is recommended that all checklists be reviewed annually and certainly by the third year.
 - The checklist is to be completed by the Parish Priest/Administrator together with key stakeholders: i.e. parish safety person and/or committee, Parish Council.
 - The completed checklist is to be stored and easily accessible at the respective parish office. A copy is to be provided to the Eparchy.



3. Safeguarding Risks

The following are activities for which risk management is required, including, but not limited to:

- Children's Sacramental classes, Bible Study/Prayer Group
- Youth events
- Social gatherings and meals
- Choir rehearsal
- Home/Hospital Visits
- Bazaars/Fundraising activities

The following areas are a guide only to consider risks/issues:

Physical Environment

Consider whether there are any aspects of a parish's physical environment that may make it easier for child abuse or harm to occur or to go undetected. Does it have, for example:

- isolated areas?
- poorly supervised areas?
- shared spaces where children attend with adults that are not from the parish?
- different types of activities in the parish?
- Location of activity- local or external facilities?
- How often activities occur and how long they run for (for example, a few hours, overnight)?
- Physical contact between children and adults?
- Activities that could result in an emotional dependence?
- Supervision of adults and children?

Online Environment

Are there any online spaces that could increase the risk of abuse or harm?

- What platforms, software, or other services are being used?
- Is there engagement between children and persons at risk online?
- Are clear expectations for online behaviour set for adults and children?
- Does the parish provide children with information on how to stay safe online?
- Are policies and procedures in place to protect privacy?
- Are there clear processes for reporting online abuse?

Backgrounds

What are the demographics of parishioners? Are there children or adults at risk who may be at increased risk of abuse or harm, including those:

- with a disability, mental/physical health issues
- from culturally and language diverse backgrounds – recent migrants, people seeking our church who are not of Ukrainian background
- from Aboriginal and Torres Strait Islander backgrounds
- who are questioning their sexuality or gender
- with a history of trauma, abuse, neglect or exploitation
- unable to live at home including being homeless or living in foster, residential or extended family/kinship care
- with a history of drug or alcohol dependence

Personnel

Who are the staff, volunteers and/or members of a parish?

- What sort of views are held by people in the parish about children and adults at risk?
- How are staff and volunteers recruited?
- How are volunteers and third-party contractors screened for appropriateness to engage with children?



Parish/Eparchial structures

How are parishes set up and operated?

- Is there a strong hierarchical structure?
- Is there a deference to authority or an unquestioning trust of leaders?
- To what extent are parishes close-knit communities composed of long-standing relationships or family ties, and how does this dynamic influence parish management?
- Are parishes inclusive and open to involving newcomers in activities and decision-making processes, and what are the implications of this for parish management?
- Are services or facilities for children and adults a risk seen as a key part of parish activities?

A Culture of Safeguarding

Consider how attitudes and culture in parishes increases or decreases the risk that child abuse/adults at risk and harm will be addressed and prevented.

Does the parish have a safeguarding culture?

Consider if parishioners:

- understand what constitutes abuse and harm and are aware of the signs
- see the prevention of abuse and harm as a everyone's responsibility
- listen to and empower children and adults at risk
- understand how discrimination can cause harm to children and take action if it occurs

Policies and procedures

Having policies and procedures will facilitate minimisation of risks.

For policies and procedures to be effective they must be properly implemented, up to date and communicated to everyone. The following requirements are to be observed:

- Working with Children Checks and/or other screening for employees and volunteers must be recorded in a Register
- all safeguarding policies and procedures must be up to date and accessible
- appropriate induction, training and communication with employees and volunteers should be undertaken
- third-party policies when using contractors
- ensure third-party use or hire of parish facilities is monitored and governed by appropriate policies

Further Information

Persons requiring further information about Risk management should contact the Chair of the Safeguarding Committee:

Phone: 0425 843 672

Email: safeguarding@catholicukes.org.au

Persons wishing to make a complaint can do so by email or written letter to:

Email: eparchy@catholicukes.org.au

Address: 35 Canning Street, North Melbourne VIC 3051

