



We are all guardians.
Let's keep kids  safe.

The 3 Whats



What behaviour is ok?



What behaviour is not ok?



What to do when you become aware of unsafe behaviour?

The 3 Whats.

We're asking everyone to make sure children and young people feel safe and welcome when they interact anywhere within our organisation and movement. We are also asking you to make a report if you know or suspect that any child involved with us is at risk of sexual abuse or has been abused by any adult who works, volunteers, is a client of or is contracted to provide a service to Churches of Christ.

The 3 Whats framework outlines the expectations around behaviours and actions when it comes to the safety and wellbeing of all children and young people who are directly connected to Churches of Christ.

Please note:

- A child/young person is any person under the age of 18yrs.
- The needs and safety of a child must take priority over any perceived threat to the reputation of any involved individuals or the organisation.
- Children rely on adults to keep them safe. That's why reporting is so important. If you become aware of unsafe behaviour toward a child, please be assured that Churches of Christ is a safe place to call it out. We appreciate it may be distressing, but reporting unsafe behaviour is the right thing to do, and is legally required in Queensland. Report in strict confidence via safeguarding@cofcqld.com.au

The 3 Whats.

When we are interacting with children and young people...



What behaviour is OK?

- Respecting boundaries, culture and identity of all children and young people.
- Physical interaction that is reasonably expected for your role type. No role within Churches of Christ expects you to assist with personal hygiene, toileting or unnecessary physical contact.
- Ensuring children and young people know they have the right to be safe, listened to and that action would be taken if they feel unsafe in any circumstances when they interact with the adults of our organisation and movement.



What behaviour is unsafe and unacceptable?

- Any form of abuse of a child, physical, sexual, emotional abuse or neglect.
- Crossing socially acceptable boundaries. Examples of this are:
 - » excessive and unnecessary touching
 - » making excuses to be alone with a child
 - » isolating a child from family or friends
 - » sharing sexual images with a child or
 - » speaking sexually or making sexual jokes with a child or young person.
- Improper or illegal use of any digital contact with children and young people.
- Not reporting suspicions, allegations or incidents of harm or risk of harm.



What to do...

If you suspect, witness or become aware of unsafe behaviour of adults connected with our organisation involving children and young people, take the following action:

- If anyone is in **immediate danger** or **life threatening situation** please call **triple zero (000)**.
- Please follow the **Person of Concern Procedures** for Churches
- Complete a **Concern Reporting Form** and email to safeguarding@cofcqld.com.au

All adults in Queensland have a legal obligation under the **Queensland Criminal Code** to report and protect children from risk of sexual abuse. The **Queensland Criminal Code** states:

- all adults must report sexual offending by adults against children to the police unless they have a reasonable excuse *[potential penalty is 3 years imprisonment]*
- adults in an institutional setting (e.g. including those working or volunteering at a school, church, sporting club or care service) must protect children from the risk of a sexual offence being committed against them by an adult associated with an institution *[potential penalty is 5 years imprisonment]*

For more information visit: [Failing to report sexual offences against children, Queensland Government: qld.gov.au](#)

If you are unsure about reporting or require assistance please contact safeguarding@cofcqld.com.au. A list of support services is available [here](#).

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