

Different forms of aggressive behaviour, harassment or bullying include:

**Verbal:** repeated use of words to hurt or humiliate.

**Emotional:** repeated threats or implied threats, manipulation, emotional blackmail.

**Relational:** repeatedly ostracising people by leaving them out, separating an individual from the main group and breaking up their friendships and ties with others, making up or spreading rumours, sharing or threatening to share another's personal information.

**Physical:** any form of physical violence against a person or damage to personal property.

**Cyber:** the harassment or bullying of an individual by email, text message or other technologies as an alternative means of verbal, emotional or relational harassment or bullying.

If you are the subject of harassment, bullying or physical abuse or are aware this is occurring in our parish community, speak to the Rector or a Warden immediately you are aware of it. We can all work together to ensure this type of behaviour does not continue.



# safe ministry – healthy boundaries



**Parish Centre and Parish Office  
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ANGLICAN PARISH OF MUNDARING

**This is to be read in conjunction with the Safe Ministry - child protection brochure.**

Diocesan policy 40.9 sets out establishing and maintaining healthy and safe boundaries. Appropriate boundaries in behaviour is an important component of safe ministry within a parish environment.

***Copies of Diocesan policy 40.9 are available from the parish office.***

***This and other information relating to safe ministry can also be found on the Diocesan website [www.perth.anglican.org](http://www.perth.anglican.org)***

This policy sets out Mundaring Parish processes to as far as possible safeguard our community, those who attend our activities and events and who utilise our services, particularly children and the vulnerable, from inappropriate and unwanted attention and behaviour. To minimise the risk of abuse and misconduct and provide a safe environment where all people are respected and valued.

Safe Ministry Checks and screenings are required before people can commence to be involved in ministry leadership or membership roles. All ministry appointments are made individually after due consideration. The selection process includes completing an application form, providing referees, a Volunteer Police Clearance and in some cases a Working With Children card and attendance at a Diocesan ChurchSafe workshop.

The Diocesan response to establishing and maintaining healthy and safe boundaries applies to clergy, church workers, employees, parishioners and volunteers to create a more heightened awareness about boundaries and modify behaviours to ensure they are respectful, appropriate and safe.

Parish Council and the Rector set parish policies and guidelines for the health and safety of parishioners, volunteers, staff and visitors. If you are in the role of a ministry team leader, Ministry Group Leader or any other leadership role in the parish you are required to make yourself aware of these policies and guidelines and to apply them in daily working and ministry life within the parish.

Healthy and safe boundaries transcend all accepted behaviours and actions, however well intentioned these behaviours and actions are.

To minimise behavioural risks within our parish when carrying out ministry, particularly at social events and when providing pastoral care, you need to be aware of whether physical contact is appropriate.

Issues need to be taken into account such as whether the person wants to be touched (for example a hug or a kiss as given during the Greeting of the Peace), and cultural, gender and age appropriateness, etc.

If someone rejects physical contact this has to be respected with no one pressured into responding to or accepting physical contact.

Healthy and safe boundaries are also important in addressing aggressive or angry behaviour, whether this is physical or verbal.

The Rector, Wardens and members of Parish Council are aware that harassment and bullying can occur within parish communities and will assist in the prevention and management of covert or overt harassment, bullying or violent behaviour.

Care must be taken for your safety when providing pastoral care and during meetings with people who may be drug or alcohol affected, have anger management problems or are known to be aggressive or violent.

In such circumstances, you must at all times ensure that interviews and meetings are organised to be held at the Parish Centre during the day when people are near, that others are aware of potential dangers and if appropriate you do not meet the person alone.

***If you are intending to work alone in any Mundaring parish buildings or grounds refer to our Lone Worker policy brochure.***