



SAFE CHURCH POLICY

The Safe Church Policy applies to all employees, ordained and licensed clergy and laity, authorised church workers and volunteer church workers associated with all ministries in our church.

We affirm all people have the right to be emotionally and physically safe, respected, and have their views and opinions valued at all times. We also live in a country that legislates for people's safety.

God calls God's body, the Church, to minister to vulnerable people. God identified vulnerable people who were to be protected and given special care and treatment in society because of their powerlessness (Ex 22:21-22; Deuteronomy 10:17-19; Jeremiah 22:2-4; James 1:27). Our policy has been developed to help us live out our Biblical mandate and our responsibilities under Australian legislation.

Our Policy aims to:

- Ensure all people are respected and valued.
- Minimise and eliminate the risk of abuse, ministry misconduct and the misuse of positional power.
- Ensure all cases of suspected abuse and ministry misconduct are handled thoroughly, promptly, appropriately and accountably.
- Ensure leaders and programs are safe.

We commit to:

a) Safe recruitment of leaders:

- Screens all prospective leaders in our ministries, before they are appointed (i.e., relevant working with children's check / vulnerable people / police check and where appropriate, Safe Ministry to Children forms completed and references checked).
- Have a minimum church attendance policy for all prospective volunteer leaders.
- All volunteers completing a Volunteers Form
- All leaders completing their Safe Ministry training

b) Adequate training of leaders:

- Requires all Church worker leaders, supervisors and co-ordinators and those in identified church roles to undertake a Safe Church workshop prior to commencing any leadership role and attend a refresher workshop every three years.
- Requires all leaders to attend additional ministry specific training as required.

c) Continued supervision of leaders:

- All leaders commit to ongoing leadership training, supervision and the provision and acceptance of support for leaders.



d) Prompt response to allegations of risk of harm (abuse) and serious ministry misconduct

- All leaders reporting disclosures or suspicions of child abuse, according to our policies and procedures.
- Where a leader has an allegation of ministry misconduct made against them we will provide support to alleged victims and perpetrators and seek appropriate help for a just and fair resolution.

e) Safe environments in our ministry programmes:

- Serve participants as servants of Christ, committing to the good news of Jesus and leading in spiritually non-abusive ways.
- Affords participants a say in the programmes and activities in which they participate by fostering and valuing their ideas and encouraging participation.
- Obtain appropriate information relating to the program participants, including children's health and family situation, to ensure we are able to care for their physical and emotional needs.
- All leaders discharging their duty of care through the use of forms, checklists and templates for establishment and maintenance of safe environments in our church.
- The Parish Council and Wardens are in place to establish and maintain: WHS, fire safety, building safety, first aid, food safety, safe transport, incident and emergency procedures.
- Ministry Coordinators must complete a written ministry approval process annually.

f) Oversight Committees:

- Members of the Oversight Committee together with the Parish council are committed to providing a safe environment for all employees, laity and clergy and putting in place appropriate policies and procedures for the life of the parish community.

Definitions

- **Child:** A person who is under 18 years of age.
- **Safe Environment:** Discharges the duty of care by taking steps to keep safe all those in our care against such behaviours as spiritual, physical, sexual, emotional abuse (including bullying) or neglect.
- **The Parish Council:** Responsible for the oversight of the implementation of the WHS and Safe Ministry Policies and supporting documentation and processes in local churches and organisations.
- **Approval for Ministry:** A process of written accountability, where the senior church leaders approve a programme or events to take place in the church or organisation's name.
- **Ministry Co-ordinators:** This role oversees programmes, people and events in the church or community, and includes the children and youth leaders. This is a



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role only undertaken by a senior church leader such as a priest, deacon, warden or councilors or nominated leaders as it contains significant positional power.

- **Safe Church Contact Person:** This person has been through a formal recruitment process, understands the responsibilities and is supervised and is an accountable team player.
- **Safe Ministry Programme:** All risks have been assessed and events thought through, planned and prepared comprehensively. These programmes have had permission to proceed from a ministry co-ordinator.
- **Programme (event) leader:** This person is responsible for a team or programme and people. They jointly recruit team members and complete safety management plans for their individual programmes.