

## Policy

<b>Date:</b>	21/10/16
<b>Approved By:</b>	Members
<b>Church Portfolio:</b>	Safe Church
<b>Status</b>	Approved
<b>Next Review</b>	1/2/18

## 1. Background & God's View

We affirm that 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 his body to minister to vulnerable people. God identified classes of vulnerable people who were to be protected and given special care and treatment in society because of their powerlessness (Ex 22:21-22, Deut 10:17-19, Jer 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 that leaders and programs are safe.
- Ensure that all people are respected and valued.
- Minimise the risk of abuse, ministry misconduct and the misuse of positional power.
- Ensure that all cases of suspected abuse and ministry misconduct are handled thoroughly.

## 2. Policy

### WE COMMIT TO

#### a) Safe recruitment of leaders.

We will appropriately screen all prospective leaders in our ministries, before they are appointed. (eg. relevant working with children's check/reference checks/police checks).

#### b) Adequate training of leaders.

We will provide all leaders with appropriate Safe Church Training and refresher workshops as required

We require all leaders to attend additional ministry-specific training as required.

#### c) Continued supervision of leaders.

We commit to ongoing leadership training, supervision and support for leaders.

All leaders will agree to follow our Employee and Volunteer Code of Conduct.

#### d) Responding to allegations of risk of harm (abuse) and serious ministry misconduct.

All leaders will report disclosures or suspicions of child abuse, accord to our procedure.

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 programs.

We will serve participants as servants of Christ, commit to the good news of Jesus and lead in spiritually non-abusive ways.

We will afford participants a say in the programs and the activities in which they participate by fostering and valuing their ideas and encouraging participation.

# Safe Church Policy Statement



We will obtain appropriate information relating to the program participants, including children's health and family situation, to ensure that we are able to care for their physical and emotional needs.

All leaders will discharge their duty of care through the use of forms, checklists and templates for establishment and maintenance of safe environments in our church.

A Safe Church Team will be appointed to establish and maintain: WHS, fire safety, building safety, first aid, food safety, safe transport, incident and emergency procedures.

## DEFINITIONS

**Child:** a person who is under the age of 18 years.

**Safe Environment:** discharges duty of care by taking steps to keep all those in our care safe, including e.g. spiritual, physical, sexual, emotional abuse (including bullying) or neglect.

**The Safe Church Team:** is responsible for the oversight of the implementation of the WHS & Safe Church Policy and supporting documentation and processes Beaconsfield Baptist Church.

The Safe Church Policy applies to all staff members and volunteer workers associated with the ministry in our church.

## 3. Policy Review

From time to time this policy may need to be reviewed. Requests for review should be passed to the **Safe Church Team** or the Deacon responsible.

## 4. Applicable Legislation, References and Other Policies

Item	Description
Victorian Child Safe Standards	Standards we are required to comply with regarding a Child Safe Environment.
WHS Legislation	