

Safe Church Policy

The Point Church is committed to protecting the safety of all people within its assemblies, ministries and events.

All people regardless of age, gender, race, culture, disability and family/social background have equal rights to this protection.

All people (including children) have the right to be respected and valued as well as feel emotionally, physically and spiritually safe at all times.

Our policy has been developed to uphold this commitment to safeguarding and to adhere to National and Local legislation.

This policy applies to all members, including staff and volunteers, or anyone working on behalf of The Point Church.

The purpose of this policy;

To protect children and young people who receive Point Church services.

To provide members (incl staff and volunteers) with the overarching principles that guide our approach to child protection;

To promote the safety and welfare of all children and young people through our commitment to practice in a way that protects them.

Our policy aims to;

- Minimize the risk of abuse, misconduct and the misuse of positional power.
- Ensure that all cases of suspected abuse and misconduct are handled thoroughly.
- Ensure that all people are respected and valued.
- Ensure as far as is reasonably practicable, the health, safety and welfare of our members and visitors while attending our activities, through appropriate WH&S policies and procedures

Statement of commitment to child safety

The Point Church is committed to ministering to children, young people and vulnerable adults by providing a church environment that is physically, emotionally and spiritually safe and supportive by the following safeguarding measures -

Recruitment processes; Working With Children Checks; Training; Supervision and Reviews.

The following values reflect the culture that we are committed to promoting within The Point Church -

Due Diligence; Integrity; Duty of Care; Transparency; Inclusivity; Collaborative Ministry; Christian ethics and Gospel principles.

We recognize that:

- the welfare of the child is paramount and is everyone's responsibility as outlined in the National Framework for Protecting Australia's Children
- all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- working in partnership with children, young people, their parents, carers and other organizations/agencies is central in promoting young people's welfare

We Commit To:

a) Safe recruitment.

- We will screen all prospective people working in our ministries before they are appointed. (relevant working with children checks).

b) Adequate training

- We require that all leaders attend a safe church training workshop such as a SCTA workshop (Child and Vulnerable Adults Protection Training) within 12 months of commencing in their role and attend a refresher workshop every three years.
- We require all people working with young people to attend specific training as required.

c) Having a clear Code of Conduct

- We will adopt and implement a Code of Conduct for all members, including boundaries of behavior and expectations of interactions with children.
- All members will agree to follow our Code of Conduct.

d) Training and supervision

- We commit to ongoing training, supervision and support for people working with children.

e) Responding to allegations of risk of harm (abuse) and serious misconduct.

- We will ensure that procedures are clear and appropriate in responding to allegations of abuse.
- We will listen to children who raise concerns.
- All members will report disclosures or suspicions of child abuse, according to our procedure.
- Where someone has an allegation of misconduct made against them, we will provide support to alleged victims and perpetrators for a just and fair resolution.

f] Providing an open safe environment.

- 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.
- We will be accountable and transparent.

- We will create a child friendly environment, allowing people to raise their concerns in an appropriate manner.

- 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.

Definitions:

Abuse: abuse and neglect includes but is not limited to

- Physical Abuse
- Emotional Abuse
- Family Violence
- Sexual Abuse
- Grooming
- Neglect
- Bullying
- Spiritual
- Financial

Child: a person who is under the age of 18 years. (e.g. Children, Young Persons and their Families Act 1997, Tasmania; The Commission for Children and Young People Act 2012, Victoria]

Legal framework This policy reflects legislation and guidelines that seeks to protect children, namely;

- National Framework for Protecting Australia's Children "Protecting Children is Everyone's Business" 2009 – 2020 [Commonwealth of Australia]
- Child Protection Act 1999 [QLD]
- Working With Children [Risk Management and Screening] Act 2000 (QLD)

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

Safe people: have been through a recruitment process, understands responsibilities, is supervised and is an accountable team player.

Safe program: risks have been assessed and events thought through and planned.

SCTA: Safe Church Training Agreement and the National Council of Churches in Australia - Safe Church Program.

We are committed to reviewing the policy and practices bi-annually.

This policy was approved by

on(date)

This policy was last reviewed on(date)

Signed:.....