

Helpful Definitions

Safe Places: take steps to keep vulnerable people of all ages safe from spiritual, physical, sexual or emotional abuse and /or bullying.

Friendly Places: value, respect and include all people.

Church Safety Officer: also known as the WHS safety officer, responsible for the oversight of the implementation of our Safe Church Policy.

Child Safe Management Team: responsible for the oversight and implementation of this policy in particular the safety of children under 18 years of age.

Child and Youth Leaders Liaison Officer: responsible for overseeing and screening of leaders in conjunction with Elders and CSMT.

Safe Program: all risks have been assessed and events thought through and planned in consultation with the Church Safety Officer. These programs have had permission to proceed from the leadership team (pastors, elders, and deacons).

Team Leaders: responsible for their individual ministry teams and programs. They will recruit team members in consultation with the Child and Youth Leaders Liaison Officer. They also complete safety management plans for their individual programs.

Team Members: responsible for working with their team to minister in the context of their programs. They have been through a recruitment process, understand responsibilities, are supervised, and is an accountable team player who is over 18.

Junior Team Members: are under 18 years of age responsible for working with their team to learn to minister in the context of their program. As part of our duty of care, junior team members are not permitted to take on the responsibility of a team leader or team member.



More Information

Our Policy is supported by:

- NSW & ACT Baptist Association
- Creating Safe Spaces 2015 manual

Safe Person / Child Protection Officer:

Pastor Philip Singline

Pastor Martin Kennedy

Rev John Rees

Child and Youth Leaders Liaison Officer:

Vacant

Church Safety Officer (WHS):

Rick Reeves

Child Safe Management Team (CSMT):

Alison Cooper

Rick Reeves (WHS)

Merilyn Pullin (Office)

Christine Dinale (Office)

Paul Willis (Diaconate Representative)

CAMPBELLTOWN CITY
BAPTIST CHURCH

Safe Church Policy

January 2017



Our policy applies to all pastors, elders, staff members and volunteer workers associated within the ministry of the Campbelltown City Baptist Church.

Phone: 4628 2844

Why a Policy?

Our mandate comes directly from God. God identified classes of vulnerable people who were to be protected and given special care and treatment in society because of their powerlessness (Exodus 22:21-22, Deuteronomy 10:17-19, Jeremiah 22:2-3, James 1:27 Matthew 18:1-6).

Protection of vulnerable people is our responsibility. This policy takes into consideration all vulnerable people in our church, whether they be children, young people, elderly, those with disabilities or the emotionally and or spiritually vulnerable (i.e. everyone under the authority of church leaders).

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, particularly in the area of child protection.

This policy has been developed to help us live out our Biblical mandate and our responsibilities under NSW legislation.

Our policy has the following goals:

To minimise the risk of abuse, ministry misconduct and the misuse of positional power within the church.

To ensure that all cases of suspected abuse and ministry misconduct are handled in a consistent, unbiased and thorough manner.

To ensure that leaders and programs are safe.

To ensure that all people are respected and valued, irrespective of their gender, age, country of origin, cultural heritage, socio-economic background or ability.

Safe Leaders

We commit to:

a) safe recruitment of leaders.

We will screen all prospective Ministry Coordinators, Team Leaders and Team Members in our ministries, **before** they are appointed.

For those working with children we will recruit using the Working with Children Check Guidelines 2006 and our recruitment procedures required by the Baptist Association. We have a minimum church attendance policy of 6 months for all prospective volunteer leaders.

b) adequate training of leaders.

We require that all leaders attend an Introduction to Creating Safe Spaces (or other SCTA endorsed) workshop within their first year of ministry and attend a refresher workshop every 3 years.

We require all leaders to attend additional ministry-specific training as required by our church leadership.

c) continued supervision of leaders.

We commit to ongoing leadership training, supervision and support for leaders. All leaders will agree to follow our Leader's Conduct Covenant.

d) responding to allegations of risk of harm and serious ministry misconduct.

All leaders will report to our safe person/child protection officer (Pastor Philip Singline, Pastor Martin Kennedy or Rev John Rees) disclosures or suspicions of child abuse, according to NSW legislation.

Where a recognised Pastor has an allegation of ministry misconduct made against them the Baptist Association should be contacted on 9868 9200.

Safe programs

We commit to:

a) emotionally safe environments.

We will offer participants, including children, the opportunity to provide input into the programs and activities in which they participate by; fostering and valuing their ideas, and encouraging participation in all areas of the life of the church, as far as is sensible and practical.

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.

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

b) safe physical environments.

All leaders will follow the Safe Church Procedures for Safe Physical Environments.

Leaders will exercise a duty of care through the use of forms, checklists and templates for establishment and maintenance of safe environments in our church.

A Church Safety Officer and a WHS team will be appointed by the Diaconate to ensure that the following areas are incorporated into establishing and maintaining a safe physical environment: fire safety, building safety, first aid, food safety practices, risk assessments for activities, adequate ministry supervision for activities, transport protocols, critical incident and emergency protocols.

Team Leaders will be required to submit their authority to proceed forms for all activities to the church safety officer 4—8 weeks prior to the activity.