

# Salt Church - Safe Ministry Policy

## Aim

Salt Church seeks to take seriously the Bible's mandate to be proactive in the welcoming, spiritual nurture, protection, safety and care of those in our ministries both adults and children.

Salt Church also aims to enable and protect those ministering to children.<sup>1</sup>

To build and maintain a safe community for our children and adults, we are committed to ensuring that;

1. all leaders are appropriately screened, trained and appointed;
2. all programs are led and run in a safe and appropriate manner;
3. there are clear reporting procedures in place; and
4. the leadership at Salt Church regularly reviews these policies and processes.

## Screening, Training & Appointing of Leaders

All those involved in running ministries to children and adults on behalf of Salt Church undergo a full screening and training process as outlined below.

1. Appropriate leaders will have been regular participants at Salt Church for at least six months (or have been given special approval by the church leadership). They will be interviewed and have their potential roles and responsibilities clearly outlined for them.
  2. Appropriate leaders, if working with children & youth, must:
    - a. provide Salt Church with their unique Working With Children Check number and Date of Birth to be legally approved by the Commission for Children and Young People;
    - b. provide Salt Church with two (2) references – one from a previous church ministry leader who oversaw or supervised their ministry, and one at a character reference; and
    - c. have completed an approved Safe Ministry Training Course which outlines appropriate behaviour as well as training in how to identify and report cases of abuse
- Leaders will be required to complete refresher training every two (2) years.

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<sup>1</sup> 1 Deuteronomy 6:47; Matthew 18:16; Mark 10:1316

Under no circumstances will a person with a criminal record of child abuse, molestation or similar offences be allowed to be involved in children's or youth ministry.

## Appropriate Behaviours and Guidelines for Safe Ministries

To provide for, build and maintain a safe community for our children and adults where they may grow as followers of Jesus, we must ensure that our programs and events are safe and appropriate for those attending. For this to happen, all those ministering to children and adults at Salt Church are to behave and act according to the values of the community, society and above all as followers of Jesus.

Our programs and events must be safe and appropriate to the children and youth attending. Careful consideration will be made of things such as the activities chosen, the venue, safe ratios of supervision, appropriate child toileting practices, transportation, occupational health and safety, parental or guardian permission and confidentiality of records kept.

Guidelines for these safe practice procedures are highlighted and discussed in the Safe Ministry Training Course as well as the Salt Church Kids Ministry Guidelines.

To help maintain appropriate standards, all leaders and helpers will be:

1. required to complete the Salt Kids Ministry Questionnaire at the completion of each session of Salt Kids;
2. encouraged to report any potential incidents to their supervisors in accordance with the Reporting Procedure; and
3. given access to ongoing training and adequate supervision in their roles and responsibilities.

## Reporting Procedure

If any leaders suspect a child or adult has experienced abuse, they will not take action on their own or approach the person accused. Leaders will raise the matter with one of the Salt Church Safe Ministry Supervisors. There may be a perfectly good explanation for the injury or behaviour observed.

The Safe Ministry Supervisor will respond to all reports appropriately. Any allegations of criminal activity (whether adult-to-child or adult-to-adult) will be reported to police. Any allegations of child abuse will be reported to the NSW Government according to the Online Mandatory Reporter Guide.

The insurer of Salt Church will also be advised of any allegations of abuse. Leaders may be required to provide a statement to the Police and/or to Family and Community Services if it

is confirmed that the child is at risk.

In various circumstances Salt Church will appoint an Independent Ministry Investigator (IMI) to explore allegations of inappropriate behaviour. The steps involved in responding to allegations of abuse are outlined in the Salt Church Safe Ministry Incident Response Process.

### Regular Review Periods

It is the responsibility of the Senior Pastor to ensure that this policy and the Salt Church Safe Ministry Incident Response Process is implemented, maintained, and reviewed every two years or as required.

This policy is in accordance with the Children and Young Persons (Care and Protection) Act 1998 No 157.

### Contact Details

#### Senior Pastor:

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#### Safe Ministry Supervisor

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We welcome any questions or comments about this policy and the ways in which we carry it out.