Safe Ministry Policy

Safe Ministry Commitment

Trinity Church Pooraka

Background & Governance

This policy outlines the underlying principles that direct our approach to safeguarding vulnerable people involved with **Trinity Church Pooraka**. It applies to all staff, leaders, pastors, coordinators, volunteers, trainees and anyone working on behalf of **Trinity Church Pooraka** ("Relevant Leaders"). The **Senior Pastor** of **Trinity Church Pooraka** takes responsibility for ensuring these principles are reviewed regularly and embedded in the organisation culture at all levels.[1] [2]

1. Commitment to Safeguard Vulnerable People

We are committed to the Biblical call to care for the vulnerable by actively preventing harm and abuse, and by seeking to provide safe programs.[3] We are also responsible and accountable fulfilling our obligations under State and Federal law to protect children and vulnerable people.

We are committed to ensuring that vulnerable people (including children, families, the disabled and elderly) are informed and involved in decisions that considerably affect them. We recognise the diverse needs of vulnerable people should be taken into account and that their concerns be taken seriously.[4] We are committed to embedding this care into all levels of our leadership and culture.

2. Commitment to Screening and Training Relevant Leaders

We are committed to ensuring all Relevant Leaders are screened, appropriately supported and trained through the process outlined below.[5]

a. To ensure compliance with both South Australian State legislation and Trinity Network Safe Ministry requirements the following list of positions and roles must obtain a safe ministry clearance:

- All paid and volunteer staff
- All volunteers who work with children and youth.
- All Leadership Team members
- Any leadership or ministry positions deemed necessary by the Trinity Network and/or Leadership Team

b. All Relevant Leaders must be regular participants at **Trinity Church Pooraka** and have regularly attended the church for at least 6 months, unless they have come from another Trinity Network church or a satisfactory reference is provided by pastor of previous church . They will have their potential roles and responsibilities clearly outlined for them as they start their role,

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[1] This policy is in accordance with the Children and Young Persons (Care and Protection) Act 1998 No 157
[2] As per Point 1 of the National Statement of Principles for Child Safe Organisations
[3] Deuteronomy 6:4-7; Matthew 18:1-6; Mark 10:13-16
[4] As per Points 2, 3 & 4 of the National Statement of Principles for Child Safe Organisations
[5] As per Point 5, 7 & 8 of the National Statement of Principles for Child Safe Organisations

c. All Relevant Leaders must provide referees who can confirm the proposed leader is suitable to work with vulnerable people and that there is no reason the proposed leader should not be appointed in such a role,

d. All Relevant Leaders must complete an Ansvar approved Safe Ministry Training Course (e.g. www.SafeMinistryTraining.com.au) which outlines appropriate behaviour including how to minimise the chances of harm and abuse, as well as training in how to identify and report cases of abuse,

e. Relevant Leaders will have committed to the leader's Code of Conduct and behave as followers of Jesus and be willing to be held accountable for their behaviour, and

f. Positions outlined in 2 a. must have their South Australian "Working With Children Check" verified.

No-one with a criminal record of child abuse, molestation or similar offences is allowed to be involved in children's or youth ministry at **Trinity Church Pooraka.**

3. Commitment to Providing Safe and Accessible Programs

We are committed to ensuring that our programs and events are safe and appropriate for those attending. Careful consideration must be given to the activities chosen, the venue, safe ratios of supervision, appropriate toileting practices, transportation, work health and safety, parental or guardian permission and confidentiality of records kept.

To help maintain appropriate standards, we will give all relevant leaders access to ongoing training and adequate supervision in their roles and responsibilities.

4. Commitment to Appropriately Respond to Concerns and Complaints

We are committed to creating a culture where people feel safe to speak out about inappropriate behaviour without fear of being rejected or ridiculed. We are committed to listening and responding appropriately to concerns and complaints about behaviour and safety at **Trinity Church Pooraka**. Throughout this process we are committed to protecting the confidentiality, dignity, health and well-being of all individuals involved. Any child-related issues will be managed with a focus on the interest of the child and will be reported to the Child Abuse Report Line (CARL) on 131 478.[6]

All reports will be managed by the **Trinity Church Pooraka** Safe Ministry Contacts.

Safe Ministry Contacts
Andrew Severin – 0407 388 118 andrew.severin@trinity.network
Scott Westwood – 0411 564 976 scott.westwood@trinity.church

The Safe Ministry Contacts will follow a **Safe Ministry Incident Management Process**.[7] This includes reporting any criminal activity to Police, **reporting any reasonable suspicion of abuse to the South Australian Child Abuse Report Line (131 478),** and the insurer of **Trinity Church Pooraka**. In certain incidents (as outlined in the Issue Management Process) the Safe Ministry Contacts will appoint an Independent Ministry Investigator to investigate allegations of inappropriate behaviour.

[6] As per Point 6 of the National Statement of Principles for Child Safe Organisations
[7] As per Point 10 of the National Statement of Principles for Child Safe Organisations

5. Relevant Leglisation and Resources

a. Children and Young People (Safety) Act 1993 (South Australia)
b. Child Safety (Prohibited Persons) Act 2016 (South Australia)
c. Privacy Act 1988 (Commonwealth)
d. https://www.childprotection.sa.gov.au/reporting-child-abuse/mandated-notifiers-and-their-role
e. https://www.childprotection.sa.gov.au/__data/assets/pdf_file/0008/107099/mandatory-reporting-guide.pdf
f. https://www.childprotection.sa.gov.au/reporting-child-abuse/report-child-abuse-or-neglect

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