

## CHILD SAFE STANDARDS

As an organisation, and as individuals, Church By the Bay desires to ensure the safety of all children in our care. The Christian Faith strongly upholds the virtues of love, mercy and justice. From Luke's Gospel we know that Jesus came to give freedom to the captives, sight to the blind and liberty to those who were oppressed. Jesus came **for** all people. He came to give all of humankind the gift of Salvation but was interested in the practicalities of people's lives as well.

At Church By the Bay we aim to follow the example of Jesus; to free, heal and liberate those who are captives, sick or oppressed. The example of Jesus is one on which all leaders within our church and its associated groups model their leadership and their lives. As a community of God's people, we should also be committed to ensuring that our church is a place that is safe in every respect for those who join with us, especially, but not limited to, children.

Where it exists the Duty of Care is the moral, spiritual and often legal responsibility that we have, both as individuals and corporately, towards all those that we come in contact with in the various missions of our church. Our Duty of Care is – to act in a manner that will protect people with whom we come in contact, from injury or distress.

Church By the Bay has developed policies and procedures that address the safety, inclusion and protection of all children. We address the seven Child Safe Standards with the following statements:

**Standard 1: Strategies to embed an organisational culture of child safety, including through effective leadership arrangements**

- All staff, volunteer leaders and all adults at Church By the Bay recognise the need to keep children safe. There is inclusion of a sub-report in the church Annual Report, and periodic highlight articles in church communications focussed on child safety.

**Standard 2: A Child Safe policy or statement of commitment to child safety.**

- Copies of the Child Safe policy can be found on our web page, as well as displayed in the church foyer.

**Standard 3: A Code of Conduct that establishes clear expectations for appropriate behaviour with children.**

- A Code of Conduct for all adults has been prepared and distributed to all adults who call Church By the Bay their home church.

**Standard 4: Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel.**

- A recruitment for volunteer leaders policy has been prepared and implemented and endorsed by church leadership. Annual child safe training will be provided for all volunteer leaders.

**Standard 5: Processes for responding to and reporting suspected child abuse.**

- A policy and process is in place for responding and reporting to allegations of child abuse. All leaders are aware that Church By the Bay has a policy of reporting all incidents.

**Standard 6: Strategies to identify and reduce or remove risks of child abuse.**

- Policy is in place for all volunteer leaders to be aware of the risks, for not working alone, and for providing supervision practises that reduce the risks of children being abused whilst in our care.

**Standard 7: Strategies to promote the participation and empowerment of children.**

- Our leaders will ensure that all activities are able to include all participants
- Our leaders will ensure that all activities are 'life-giving', inclusive and empowering for all children
- The church leadership will ensure that all children can access buildings and the activities we operate.