



The Grainery Church

Safe Church Policy

Revised June, 2024

Safe Ministry Commitment

The Grainery Church

Background and Governance

This policy outlines the underlying principles that direct our approach to safeguarding vulnerable people involved with The Grainery Church. It applies to all staff, leaders, pastors, coordinators, volunteers, trainees, and anyone working on behalf of the Grainery church. The elders of The Grainery Church take responsibility for ensuring these principles are reviewed regularly and are embedded in the organisational culture at all levels.

1. Commitment to Safeguard Vulnerable People

The Grainery Church is committed to the Biblical call to care for the vulnerable by actively preventing harm and abuse, and to care for those who have been harmed or abused. The Grainery Church is committed to being a safe place for all people. This includes our physical, emotional, and spiritual environments. This commitment is part of our vision and mission to operate according to biblical principles, recognising the unique value and potential of every person. We are also responsible and accountable to fulfilling our pastoral, legal and organisational obligations under state and federal law to protect children, young people, and vulnerable people.

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

We acknowledge the need for sensitivity and consideration of all Aboriginal people, people of culturally and/or linguistically diverse backgrounds, as well as any person with a disability.

We acknowledge the primary role of parents and caregivers in relation to children and young people (0-17) as well as the role of children and young people in child

protection, and will actively engage with children, parents, and caregivers, inviting open communication and feedback as part of our procedures and interactions.

We acknowledge the shared responsibility of the whole community for the safety and welfare of all children, young people, and vulnerable people involved in our Church programs.

We acknowledge that all people have a right to feel and be safe, and to experience life-giving, harm-free interactions at our church and in our programs.

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.

1. All relevant leaders must be regular participants at The Grainery Church. They will have their potential roles and responsibilities clearly outlined for them as they investigate and start their roles,
2. All relevant leaders must provide referees who can confirm that 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,
3. All relevant leaders must complete an Ansvar-approved Safe Ministry Training Course 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,
4. Relevant leaders will have committed to the leader's Code of Conduct and be willing to be held accountable for their behaviour, and
5. If a relevant leader is working with children and young people, they must have their NSW "Working With Children Check", and have that check verified by The Grainery Church.

No one with a criminal record of child abuse, molestation or similar offences will be permitted to be involved in children's or youth ministry at the Grainery Church.

Ansvar Insurance approved Safe Ministry Training

Level 1 - Members Awareness Course

This training course is suitable for anyone in the Church and raises awareness in the area of helping protect vulnerable people.

Level 2 - Volunteer/Leaders

This level is required training for all volunteers and staff of the Grainery Church

This training will cover types of abuse, signs to look out for, how to raise concerns, supporting vulnerable people, appropriate volunteer/leader behaviour, and more. These people are also required to complete level 1 training.

Level 3 - Team Leaders/Staff

This training is for those who are running events and programs or leading teams, to help them understand their unique responsibilities. Their training will cover screening their teams, risk management, building safe environments, and more. These are also required to complete Levels 1 and 2 training.

Level 4 - Elders/Executive Pastors/Ministry heads

This training is for Elders, Ministry Heads and the Executive Pastors to help them understand their unique responsibilities. This training covers the responsibilities of the organisation, appointment of Safe Ministry Contacts, making a public commitment to safety, and more. These are also required to complete levels 1, 2 and 3.

3. Commitment to Providing Safe and Accessible Programs

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

Online Safety

The Grainery Church will promote safe online behaviour in any electronic communication. Please see the Grainery Church Youth and Children's Policies for more detail.

Risk Assessments

The Grainery Church will ensure that appropriate and reasonable precautions are adopted to address risks identified as part of any risk assessment. When considering what measures are appropriate, the church will consider the likelihood of an incident occurring, the seriousness of the consequences and the difficulty of avoiding the risk. The Grainery church will store risk assessment forms in a secure location for a period of at least 45 years.

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 as a church are committed to creating a culture where people feel safe to speak 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 the Grainery Church. 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 relevant State Child Protection body.

All reports will be managed by the Grainery Church Safe Church Officers and the Senior Pastor.

Safe Church Officers

Kerith Weld – kerith.weld@grainery.org.au

Stuart Brown – stuart.brown@grainery.org.au

The Safe Church Officers will follow a Safe Ministry Management process. This includes reporting any criminal activity to the police, and the possibility of reporting allegations of abuse to the State Ombudsman and the Insurer of The Grainery Church. In certain incidents the Safe Church Officers will appoint an Independent Ministry Investigator to investigate allegations of inappropriate behaviour. For a more detailed description of our reporting processes, please see the Grainery Church procedure document for responding to child protection concerns.

5. Record Keeping

5.1 General Guidelines:

- The Grainery Church will retain all written records for a minimum of 45 years, in hard copy and/or electronically in a secure manner.
- Where records contain, or may contain, sensitive information, they will be kept in a manner that protects confidentiality and will only be accessed by a limited number of authorised persons.
- Where records are kept in hard copy, they will be held in a secure location with proper consideration of access, and physical conditions.
- Where records are kept electronically, they will be monitored to ensure security and ongoing accessibility.

5.2 Records to which this item applies includes, but is not limited to:

- Staff and Volunteer files

- Attendance records
- Risk assessment forms
- Safe Church register
- Safe Church concerns and notes regarding reporting decisions
- Safe Church policies and procedure documents

6. Third Parties and Affiliated Entities

- 6.1 The Grainery Church will require any third party (tenant or external party using the church property) that provides services to children and /or young people to provide written confirmation of their compliance with the Child Safe Standards.
- 6.2 The Grainery Church will ensure that any affiliated entities (any entity or program that is, or is represented as, a ministry of the Church) comply with Child Safe Standards including annual reports to the Elders regarding child safety.

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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
- 4.As per points 2.3 & 4 of the National Statement of Principles for Child Safe Organisations

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