



Message: Jesus Only - Mighty to Save

Vision: In the Heart of the City, with a Heart for its People

Safe Children Policy

Gateway Baptist Church is committed to protecting the safety of all children within its programs, ministries and events.

All children, regardless of age, gender, race, culture, disability and family/social background have equal rights to this protection.

All children have the right to be respected and valued as well as feel emotionally, physically and spiritually safe at all times.

Our policy has been developed to uphold this commitment to safeguarding and to adhere to National and Local legislation.

Our Child Protection Policy

This policy applies to all staff, including senior leadership, coordinators, paid staff, volunteers or anyone working on behalf of Gateway Baptist Church.

The purpose of this policy:

To protect children and young people who receive Gateway Baptist Church services.

To provide staff and volunteers with the overarching principles that guide our approach to child protection.

Gateway Baptist Church believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practice in a way that protects them.

Our policy aims to:

- Minimise the risk of abuse, misconduct and the misuse of positional power.
- Ensure that all cases of suspected abuse and misconduct are handled thoroughly.
- Ensure that leaders and programs are safe.
- Ensure that all children and young people are respected and valued.

Statement of commitment to child safety

Gateway Baptist Church is committed to ministering to children and young people by providing a church environment that is physically, emotionally and spiritually safe.

Gateway Baptist Church is committed to ensuring the safety and wellbeing of all children and young people and will endeavour to provide a safe and supportive environment for children and young people by the following safeguarding measures:

- Recruitment Processes (screening, selection, interviews etc.,)
- WWCC
- Training
- Induction
- Supervision
- Reviews

The following values reflect the culture that we are committed to promoting within Gateway Baptist Church:

- Due diligence
- Integrity
- Duty of Care
- Transparency
- Inclusivity
- Collaborative Ministry
- Christian Ethics
- The Gospel Principles.

We recognise that:

- The welfare of the child is paramount and is everyone's responsibility as outlined in the [National Framework for Protecting Australia's Children](#).
- All children regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm and abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people, their parents, carers and other organisations/agencies is essential in promoting young people's welfare.

We Commit to:

a) Safe recruitment of leaders.

We will screen all prospective leaders in our ministries, before they are appointed (i.e. relevant working with children's check/referee checks/police check).

b) Adequate training of leaders.

We require that all leaders attend a safe church training workshop such as a SCTA workshop (Child and Vulnerable Adults Protection Training) and attend a refresher workshop every three years. We require all leaders to attend additional specific training or complete online training modules as required.

c) Have a clear Code of Conduct

We will adopt and implement a Code of Conduct for all leaders and volunteers, including boundaries of behaviour and expectations of interactions with children.

All leaders will agree to follow our Code of Conduct.

d) Continued Supervision of leaders.

We commit to ongoing training, supervision and support for leaders.

e) Responding to allegations of risk of harm (abuse) and serious misconduct.

All leaders will report disclosures or suspicions of child abuse, according to our procedure. We will listen to and believe children who raise concerns.

We will ensure that procedures are clear and appropriate in responding to allegations of abuse. We will follow the procedure as outlined in the Tasmanian Baptists Mandatory Reporting/Volunteers Policy.

Where a leader has an allegation of misconduct made against them, we will provide support to alleged victims and perpetrators and seek appropriate denominational help for a just and fair resolution.

f) Provide an open safe environment.

We will afford participants a say in the programs and the activities in which they participate by fostering and valuing their ideas and encouraging participation. We will be accountable and transparent.

We will create a child-friendly environment, allowing people to raise their concerns in an appropriate manner. 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.

Declaration of Commitment to Child Safe Standards



Gateway Baptist Church commits to uphold the following Child Safe Standards from the Royal Commission into Institutional Responses to Child Sexual Abuse 2017:

1. Child safety is embedded in institutional leadership, governance and culture
2. Children participate in decisions affecting them and are taken seriously
3. Families and communities are informed and involved
4. Equity is upheld, and diverse needs are taken into account
5. People working with children are suitable and supported
6. Processes to respond to complaints of child sexual abuse are child-focused
7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training
8. Physical and online environments minimise the opportunity for abuse to occur
9. Implementation of the Child Safe Standards is continuously reviewed and improved
10. Policies and procedures document how the institution is child safe.

We define:

- Abuse:** Abuse and neglect includes but is not limited to:
- Physical Abuse
 - Emotional Abuse
 - Family Violence
 - Sexual Abuse
 - Grooming
 - Neglect
 - Bullying
 - Spiritual
 - Financial
- Child:** a person who is under the age of 18 years (e.g. Children, Young Persons and their Families Act 1997, Tasmania).
- Safe Environment:** discharge duty of care by taking steps to keep all those in our care safe, including e.g. spiritual, physical, sexual, emotional abuse (including bullying) or neglect.
- Safe Leader:** has been through a recruitment process, understands responsibilities, is supervised and is an accountable team player.
- Safe Program:** all risks have been assessed and events thought through and planned.
- SCTA:** Safe Church Training Agreement under the National Council Churches Australia – Safe Church Program.

We are committed to reviewing our policy and good practice annually.

This policy was approved by Church Council in March 2020