



Motivated by God's love

God's love is the core motivation for Helensburgh Baptist Church (HBC) creating and maintaining a safe environment for all people.

We endeavour to do this by ensuring that all ministries and services we run are:

- Safe - free from abuse and harm; and
- Friendly - valuing and respecting every individual as made in the image of God.

What HBC is required to do?

There is a growing demand on churches to comply with safety regulations, legislation around child protection, protection of vulnerable persons and insurance requirements for exercising duty of care 'doing everything reasonably practicable to protect others from harm'.

To create a safe environment, fulfil our moral, ethical, legal and insurance obligations, HBC has in place the following:

- policies and procedures;
- recruitment processes;
- codes of conduct;
- supervision of ministry leaders and workers;
- training for workers in kids and youth ministries.

Exercising duty of care includes implementing policies and procedures that all workers (paid or unpaid/volunteer) are aware of and follow.

Here at HBC, we are actively working to develop a culture of safety.

What is HBC doing to keep you safe?

- o Recruitment of workers:
 - We ensure the suitability of all workers before they are appointed.
 - For those working with children under 18 years, we screen them using the NSW Working with Children Check.
 - Paid pastoral staff are also required to obtain a National Police check.
- o Training and supervision of workers:
 - Workers in kids and youth ministries are required to attend Creating Safe Spaces training every three years.
 - We commit to the ongoing training, supervision and support for workers in kids and youth ministries.
- o Safe Church Team (SCT):
 - HBC has established a SCT to receive concerns or allegations and report as per mandatory requirements to authorities; provide care to those involved; and keep private and confidential records. For SCT member names please ring the Church Pastor.

- o Safe emotional environments:
 - We encourage participants to have a say and encourage and value ideas for program and ministry development.

- o Safe physical environment:
 - We are committed to work, health and safety and have policies and procedures in place to establish and maintain physically safe environments.
 - We are committed to continuous improvement and conduct regular risk assessments of the premises and activities.

- o Responding to allegations of risk of significant harm (abuse):
 - All workers are required to report disclosures or suspicions of child abuse or abuse of a vulnerable person to the SCT.
 - We have a process in place for when an allegation of ministry misconduct is made.



Process for reporting

What to do if you see or hear something that causes you concern about the safety of a child, young person or vulnerable adult?

Step 1

Do not tell anyone else of your concerns except the SCT (see Step 2). Remember you do not need to investigate or prove the abuse. In the case of an emergency ring 000.

Step 2

Ring the church Pastor Brad Blacker on 0414 652 242 or SCT member Louise Everitt on 0414 543 334.

Step 3

Ask for support from the SCT if you continue to feel concerned about what you saw or heard.

Step 4

Take no further action as you have fulfilled your responsibility – thank you!

For more information ask to see HBC’s Safe Church Policy.