

JOY NETWORK CHURCH

Child Protection Policy



Joy Network Church

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Joy Network Church (ACN 642100105 - ABN 17642100105) is committed to the safety and well-being of the children under our care. It is a reflection of our core values and dedication to fostering a culture of safety, trust and respect. We have zero tolerance for any and all forms of child abuse.

Introduction

Joy Network Church child safe frameworks have implemented the 10 National child safe principles and appointed a Safe Ministries Coordinator. All our staff and volunteers are required to undergo correct training ensuring our policies are active and well understood within the church. Staff and volunteers are all required to have a WWCC child check with training. All children coming to the Joy Network Church are to be protected and made safe at all times. As a church we value children and have a zero tolerance for any form of abuse. Our kids will also be taught our values so that our kids also understand their rights and are made to feel safe and can express their feelings while they attend the church.

Purpose

- To create a safe, secure and nurturing environment that fosters their physical, emotional and spiritual growth.
- To prevent child abuse within our organisation.
- Undertaking efforts to preclude the occurrence of child abuse.
- To ensure that workers/volunteers are well informed about their responsibilities in identifying potential child abuse situations and developing appropriate controls and procedures to prevent and promptly address any instances of child abuse.
- Set clear expectations for all staff/volunteers regarding their responsibility to safeguard children.
- To offer clear direction to staff and volunteers on appropriate steps to take if they suspect child abuse within or outside our organisation.
- To guarantee that all suspected abuse will be reported without delay and be subjected to diligent investigation.

Policy Statement

VWM abhor all kinds of abuse and take seriously any incidence of abuse within the church. Children are trusting and vulnerable, therefore the church has a particular responsibility to ensure that it takes every reasonable step to make sure that all children are safe and free from the risk of abuse and that suspected or known instances are dealt with immediately and appropriately. This is our viewpoint regardless of a child's culture or sex.

Scope of Policy

The provisions and duties of care expressed in this Child Protection Policy apply to: Allpastors, leadership, staff members and volunteer workers associated with the ministry of any church aligned with Van Wyk Ministries are expected to comply with this policy and the associated procedures.

Responsibilities

Our church bears the ultimate responsibility for both detecting and preventing child abuse.

Senior Leader/Founder of Joy Network Church is responsible for:

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- Promptly and appropriately investigating any reported incidences of child abuse.
- Ensuring that all volunteers working directly with children have a current W/WCC Working with Children Check.
- Ensuring all credential holders, staff and volunteers are fully informed and in agreement with and willing to uphold, our organisation's code of conduct, relevant and applicable laws, and our policies and procedures.
- Ensuring that all who fall under the umbrella of Van Wyk Ministries are aware of their obligations to report suspected sexual abuse of a child.
- Demonstrate and model appropriate behavior around children
- Be vigilant in the recruitment, selection and screening of all staff, leaders and volunteers to ensure they are safe and suitable to work with children and young people. It is important that every person who works with children under the auspices of this church upholds and exemplifies our Christian beliefs and values, especially in their interaction with children and other vulnerable people.

All credential holders are responsible for:

- Promoting child safety at all times
- Educating volunteers, staff, leaders about the prevention and detection of child abuse.
- Making sure that those in the area they are leading are following our check in, check out procedures for children's activities/lessons.
- Facilitate the reporting of any inappropriate behaviour, whether it be sexual or otherwise.
- Support volunteers and those that are working with children.

All staff and volunteers;

- Bear collective responsibility for the prevention and identification of child abuse.
- Work as a team when possible to ensure the safety and well being of the children.
- As mandatory reporters, report to relevant authorities if they believe a child's safety to be at risk.
- Monitor the children's area to maintain and continue to assure that the space is supportive of children's safety from all kinds of harm.
- Must be familiar with the code of conduct and applicable laws in relation to child protection and be compliant with them.

- Where there is reasonable grounds for belief that a child is being abused or under threat of abuse, it must be reported.

Definitions of Key Terms used In this Policy

Child Abuse: Refers to any act or failure to act that results in harm or potential harm to a child's physical, emotional or psychological well-being. Inclusive of all forms of abuse.

Child: A child is considered to be a person who has not yet reached the age of 18.

Well-being: A state of overall contentedness where individuals feel secure, protected and free from harm.

Inappropriate Behavior: Any actions or conduct that violates a child's boundaries, safety or well-being. Including actions that are exploitative, abusive or harmful including physical or sexual abuse and any behaviour that is not suitable for a child.

Mandatory Reporting: A legal requirement in which individuals working with children are obligated by law to report any suspected cases of child abuse, neglect or harm to the relevant authorities.

Reasonable Grounds For Belief: In regards to child abuse, refers to having a genuine and rational basis to suspect that a child may be at risk of abuse, neglect or harm. Supported by specific information, observations or evidence.

Van Wyk Ministries Employment

Van Wyk Ministries are to be vigilant in the recruitment, selection and screening of all staff, leaders and volunteers to ensure they are safe and suitable to work with children and young people. It is important that every person who works with children under the auspices of this Ministry upholds and exemplifies our Christian beliefs and values, especially in their interaction with children and other vulnerable people.

Record keeping

All reports of alleged abuse or harm, or risk thereof, must be recorded in the form of an Incident Report. Places, times, dates, names of people, observable behaviors or

evidence of harm are what is recordable. Reports must be securely stored by the Administration of Joy Network Church.

Privacy

Any personal information gathered or recorded will be treated with utmost confidentiality and respect for the privacy of individuals involved, except in cases where there is concern for someone's safety.

Responding

If there is an allegation against a member of staff or volunteer, that they may have committed an offense or have breached our organisation's policies or code of conduct, the person concerned may be stood down while an investigation is conducted. If the investigation determines, based on the available evidence that is more likely than not that a breach of the organization's policies has occurred, appropriate disciplinary actions may be taken, which could include the termination of employment or cessation of involvement with the organization.

Reporting

A complaint and or incident report must be filled out as close as possible to the alleged event/suspicion of abuse and submitted to leadership, whose duty it is to pass the forms on to the Senior Pastor who will investigate and contact the relevant authorities if necessary. If the child is in immediate threat of danger call 000.

Reviewing

A review is to be conducted yearly and following every reportable incident. To incorporate any new developments, best practices or legal requirements.

This policy upholds and is to be read in conjunction with:

LEGISLATION RELEVANT TO CHILD PROTECTION

Both Federal and State legislation is relevant to the concepts discussed in this policy. This legislation includes:

Federal:

- *Disability Discrimination Act 1992*
- *Workplace Gender Equality Act 2012*
- *Fair Work Act 2009*
- *Racial Discrimination Act 1975*
- *Family Law Act, 1975*
- *Sex Discrimination Act 1984*
- *Australian Human Rights Commission Act 1986*

New South Wales

Principal Acts:

Children and Young Persons (Care and Protection) Act 1998

Other relevant Acts:

- *Children and Young Persons (Care and Protection) Amendment (Parental Responsibility Contracts) Act 2006*
- *Child Protection (Offenders Registration) Act 2000*
- *Crimes Act 1900*
- *Commission for Children and Young People Act 1998*
- *The Ombudsman Act 1974*

Authorisation And Approved By:



Hylton Van Wyk

Senior Pastor

Ness & Colin Stevens

Elders leadership

Katherine Buchanan

Elders Leadership

Complaint Form

Please use this Form to make a Formal Complaint regarding discrimination or abuse of any kind towards yourself or another person, including a child.

Please read the Code of Conduct Document before using this form.

COMPLAINT FORM (Private and Confidential)

Date: / /201__ Time: ____:____ am/pm

Your Name: _____	Role at Joy Network church: _____
Is the complaint about offending behaviour: a. directed towards you? Yes / No b. concerning a child? Yes / No c. about a vulnerable person? Yes / No	Who was the victim of the behaviour? Name: _____ Date of Birth: ___ / ___ / _____ Age: ____ Address: _____
Please briefly, but accurately, describe the alleged behaviour about which you are lodging this Complaint Form. (Keep to the facts, without interpretation or opinion.) Who was the offending person: _____ What abusive behaviour did you observe or come to hear about? _____ _____ Is the abuse still happening or was it a past event? _____ Where did the event/behaviour take place? _____ _____ Were there other witnesses? If so, provide name(s) _____ _____ What is the level of risk to the victim now? (Low - High; Immediate - possible; _____ Any other comments: _____ _____	
Statement of Intent: I make this complaint in all sincerity, recognising that such a complaint may have a serious or long term impact on all those involved. I will act in good faith in the process and accept the ruling of the 'investigator' where I believe it is fair and transparent.	
Signed: _____ Date: _____ / _____ / 20____	
Witness: (Print name) _____ Date: _____ / _____ / 20____	
Signature: _____	

AGREED BY:

SIGNED:

DATE:

APPROVED BY LEADERS



Ps Hylton V W

Colin & Ness

Katherine Buchanan

To be signed by the leadership of the church for children workers applying to be working with children and under the Van Wyk Ministries. A copy of this signed child policy will be kept in the church's file.

Child Protection Policy: : Van Wyk Ministries LTD . Reviewed January 11 2023

A Place where miracles happen
