



CHILD SAFETY AND WELL-BEING POLICY

Joy Network Church

7/63 Ourimbah Tweed Heads

New 2485

SMC: Jodie Torney - study@joynetwork.org

Child Safety and Wellbeing Policy

The Joy Network Church's commitment in keeping children safe from harm and potential harm. Outlined is our policy information and guidelines for all workers, volunteers, staff and church leadership to adhere to and agree before taking on any roles within the JNC. Joy Network Church has appointed Jodie Torney to be our safe Ministries Coordinator to help assist the JNC church safe frameworks.



Policy Name	Joy Network Church - Child Safety - And - Well - Being - Policy
Purpose	<p>Purpose of this policy.</p> <p>This policy aims to ensure that all children involved with our church are safeguarded from harm and abuse. It outlines clear expectations for all individuals associated with the church, including leaders, staff and volunteers, regarding their roles and responsibilities in promoting the safety and well-being of children.</p> <p>By establishing this policy, we are demonstrating our commitment to creating a safe and nurturing environment for all children.</p> <p>This policy also serves as a guide for implementing appropriate processes and procedures to help prevent, respond to and report any concerns or incidents related to child safety and well-being.</p> <p>Our policy reinforces our ethical obligations towards children and provides a framework for maintaining a culture of safety, respect and accountability.</p>
Scope	<p>Who this policy applies to.</p> <p>It extends to all individuals who are involved with Joy Network Church, including paid and unpaid positions. This includes board members, leadership, staff, volunteers and contractors. By including all individuals who work for our church, we are ensuring a consistent, and comprehensive approach to child safety and well-being across all aspects of our church. It will apply to all activities that will involve, result in or relate to contact with children.</p>

<p>Responsibilities</p>	<p>An overview of who is responsible for particular aspects of child safety and wellbeing in the organisation.</p> <p>Responsibilities of the SMC</p> <ul style="list-style-type: none"> - Implement and co-ordinate the framework, handle risk assessments, and children’s church management process. <p>Senior Pastor</p> <ul style="list-style-type: none"> - To manage complaints, document and keep records, handle external reporting and information sharing. Make sure the Code of Conduct Policy is made known to leadership, pastors and volunteers. <p>Volunteers</p> <ul style="list-style-type: none"> - Supervise children closely and provide a supportive place for children to learn and grow in God.
<p>Definitions</p>	<p>Definition of key terms used in this policy.</p> <p>Child: A young human-being who is not legally classified as an adult. Under the age of 18.</p> <p>Child Empowerment: The promotion of children’s rights, voices and agency in matters that affect their safety and well-being.</p> <p>Cultural Safety: An environment where children feel respected, supported and valued for their cultural identity and background.</p> <p>Mandatory Reporting: The legal requirement to report any suspected instances of abuse neglect or harm to children.</p> <p>Child Abuse: The physical, emotional or sexual or psychological mistreatment of a child.</p>
<p>Relevant legislation and standards</p>	<p>Reference and links to relevant legislation, regulations, external policies and standards on child safety and wellbeing, as relevant to the organisation and the services it provides to children and young people.</p> <ul style="list-style-type: none"> - United Nations Convention on the Rights of the Child - National Office for Child Safety - Office of the E-Safety Commissioner - Child Protection (Working With Children Act) 2012

<p>Related organisational policies and procedures</p>	<p>Reference and links to other internal policies and procedures related to child safety and wellbeing in the organisation.</p> <p>Joy Network Code of Conduct (on our church website)</p> <p>Reporting: A complaint and/or incident report must be filled out as close as possible to the alleged event 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 at any stage the child is in immediate threat of danger, 000 will be called. All reports will be stored with the administration of Joy Network Church.</p>
<p>Policy status and review</p>	<p>Who in the organisation approved this policy and when it came into effect.</p> <p>Senior Ps Hylton Van Wyk, Colin Stevens, Vanessa Stevens, Katherine Buchanan.</p> <p>15/ 5/2024</p>

Implementing the National Principles for Child Safe Organisations

A commitment to child safety and wellbeing

This section is intended to give effect to **National Principle 1: Child safety and wellbeing is embedded in organisational leadership, governance and culture.**

<p>The Joy Network Church puts into practice its commitment to child safety and wellbeing and how a child safe culture is modelled at all levels of the organisation.</p>	<p>Joy Network Church and its leaders take the safety and well-being of children very seriously. We are committed to creating a safe and nurturing environment for all children regardless of their sex, social status and cultural background. We have a child protection policy that includes the responsibilities of leaders, volunteers in regard to the safety and well-being of children. Joy Network Church acknowledge and promote that every child has the right to a voice and to being protected emotionally, physically, mentally and environmentally. This policy is given to all leaders and volunteers and a meeting is held to make sure everyone understands and agrees with its firm stance on child protection. On occasion, child safety is also promoted from the pulpit, to the entire congregation, so that absolutely everyone can be a part of protecting our children.</p>
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Taking child participation seriously

This section is intended to give effect to **National Principle 2: Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.**

The Joy Network Church to enable's children and young people to have their rights respected, participate in decision-making and have their voices heard.

All leaders and volunteers at our church have completed the Child Human Rights e-course online, which emphasises not only the importance of protecting the child, but also allowing/promoting the child to have a voice. This is reinforced at our monthly volunteer meetings where we check in with the volunteers, making sure that they are actively mindful of the needs of the children under our care. It is also a place where the volunteers can voice any concerns, feedback, ideas etc.

During our kids church lessons, there is a strong focus on asking children questions that allow/encourage them to open up, offering their thoughts, opinions, concerns etc. One particular way in which we achieve this is by asking the children if they can relate to whatever particular bible story is being taught and how. It may pose questions such as 'Have you ever felt unsafe, scared, alone?' It offers a safe space for the child to open up.

Involving families and communities

This section is intended to give effect to **National Principle 3: Families and communities are informed and involved in promoting child safety and wellbeing.**

Joy Network Church puts into practice effective communication and participation strategies for engaging with and responding to the diverse needs of families and communities.

Joy Network Church's Child Safety and Wellbeing Policy can be found on our organisation's website, making it easily accessible to families and communities.

Only those children of whom we have received parental consent, by signing them in, can participate in children's church and its associated activities.

The Senior Pastor or leader periodically announcing from the pulpit, our church's commitment to child wellbeing and safety. Announcing that if anyone has any ideas, concerns to contact us through our administrator. This is a good way of becoming aware of the particular needs in our culturally diverse community. This shows not only our commitment to child protection, but the involvement of the community to achieve this outcome.

Respecting equity and diversity

This section is intended to give effect to **National Principle 4: Equity is upheld and diverse needs respected in policy and practice.**

Joy Network Church creates an environment where children and young people's diverse circumstances and needs are recognised, and all children feel safe, welcome and included.

Children have diverse circumstances and needs. To ensure that both children and church leaders/volunteers are aware and reminded of this, we have a Charter of Commitment to children and young people that we have up on the wall in our children's area and also gets emailed to all leaders/volunteers/staff. This charter will be periodically read and be explained to the children in children's church, where the children are asked if they have any questions or anything that they would like to share with us.

Through sermons that are preached and through bible lessons that are taught by children's church volunteers, there is the inclusion of and emphasis on anti-discrimination. As our stance is that "all" (which is inclusive of everyone) are loved by God. None are to be treated with any less respect than another and all are to be included.

Ensuring that staff are suitable and supported

This section is intended to give effect to **National Principle 5: People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.**

Joy Network Church puts into practice its recruitment and staff development policies including screening, induction and supervision to ensure that staff and volunteers reflect child safety and wellbeing values in practice.

The main area of our organisation that involves working with children is our children's church. There is a strict selection criteria for anyone who volunteers in this area. Before a person is even considered, they must obtain or currently have a NSW Working with Children's check. The applicant must have demonstrated good communication skills, be patient, empathetic, relatable to and exude an appropriate affinity to children that the children react positively to.

A meeting is held and all church volunteers and other leaders are given copies of the National Principles for Childsafe Organisations, our Charter of Commitment to Children and Young People, our Child Safety Policy, Code of Conduct and Checklist for Online Safety. Making sure that everyone is informed and in agreement.

Child focused complaint systems

This section is intended to give effect to **National Principle 6: Processes to respond to complaints and concerns are child focused.**

Joy Network Church ensures that it has accessible and responsive complaints management processes that are focused on the needs of children and young people.

Our Incident/Complaints Form is attached to our Child Protection Policy that all volunteers/leaders receive.

Incident report forms are also easily accessible to children church volunteers as copies are on the Children's church sign in desk. All children's church volunteers are made aware of this.

All volunteers are told that they are mandatory reporters.

Complaints and incident reports are handed to the Senior Pastor who enters the information into our church computer program for record keeping purposes. The Senior Pastor will respond to the complaint in a timely manner and take the appropriate action.

Staff knowledge, skills and awareness

This section is intended to give effect to **National Principle 7: Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.**

Joy Network Church promotes child safety and wellbeing by ensuring that staff and volunteers are provided with relevant knowledge and skills on an ongoing basis.

Training is periodically provided to ensure that staff/volunteers can identify signs of harm or risk of harm, as well as the reporting process. This enables them to confidently and correctly deal with situations as they arise.

Clear reporting procedures are made known to volunteers and staff so they are aware of the correct process and who to hand the reports to.

Confidentiality is ensured for those making the reports, whilst emphasising the importance of disclosure when a child's safety is at stake.

Safe physical and online environments

This section is intended to give effect to **National Principle 8: Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.**

Joy Network Church promotes child safety and wellbeing in physical and online environments in order to reduce the risk of harm.

The online safety checklist has been filled out and measures have been taken to protect the children in regards to their online safety. The measures are as follows:

- No children are to bring mobiles into children's church.
- The children are not allowed to use or access the internet through the children's church television.
- The leader is to place the television remote in a safe place after use.
- All church staff and volunteers. Are given the child safe organisation checklist for online safety.

Visitors/new people to the church are strongly encouraged to fill out our 'connect card' outlining their details. This can act as a way of recording people who are passing through our church.

All volunteers/leaders are encouraged to be the church's 'eyes and ears', keeping an eye on the children and any suspicious behaviours from adults. For example hanging around the children's area, when they do not have children.

Review of child safe policies and practices

This section is intended to give effect to **National Principle 9: Implementation of the national child safe principles is regularly reviewed and improved.**

Joy Network Church continues to reflect on and improve its child safety and wellbeing policies and practices.

There is an annual review of the Child Protection Policy and the Child Safety and Wellbeing Policy.

Both paper and online records are kept secure. These records will be analysed to detect if there are any commonalities that are showing up that need addressing. Identifying any systemic weaknesses and taking steps to rectify this.

Documenting policies and procedures

This section is intended to give effect to **National Principle 10: Policies and procedures document how the organisation is safe for children and young people.**

Joy Network Church organisation documents makes available its policies and procedures for ensuring the safety and wellbeing of children and young people.

Documents that demonstrate Joy Network Church's commitment to child safety and wellbeing includes Joy Network Churches Code of Conduct, Child Protection Policy, Child Safety and Wellbeing Policy. These policies are documented in a language and format that is easily understood. Joy Network Church ensures that these documents are easy to access by putting them on the Joy Network Church website.



Joy Network Child Safety Policy 2024

All staff and volunteers Please agree to our policy by signing your name.

Print Name:

Position / role in Church:

Signature:

Date :

WWC children check:

Expiry Date:

APPROVED BY JNC LEADERSHIP:

Senior Pastor
Hylton Van Wyk

JNC Eldership
Katherine Buchanan

Safe Ministries- coordinator
Jodie Torney

A handwritten signature in black ink, appearing to read 'HvWk', written in a cursive style.

