

Grace Church Safe Church Strategy

Purpose & Governance

This strategy outlines the underlying principles that direct the approach to safeguarding vulnerable people involved with Grace Church. It applies to all staff and volunteers, and anyone working on behalf of Grace Church. The Pastoral Support Team (PST) and Safe Church Coordinator (SCC) of Grace Church are responsible for ensuring this strategy is reviewed regularly and embedded in the organisational culture at all levels.^{1 2}

1. Commitment to Safeguard Vulnerable People

Grace Church is committed to the Biblical call to care for the vulnerable by actively preventing harm and abuse, and by seeking to provide safe programs.³ Grace Church is responsible and accountable fulfilling its obligations under State and Federal law to protect vulnerable people.

Grace Church is committed to ensuring that vulnerable people (including children, families, the disabled and elderly) are informed and involved in decisions that considerably affect them. The diverse needs of vulnerable people will be taken into account and their concerns will be taken seriously.⁴

2. Commitment to Screening and Training Staff and Volunteers

Grace Church is committed to ensuring all staff and volunteers working with vulnerable people are screened, appropriately supported and trained. Staff and volunteers:⁵

- must be regular participants at Grace Church
- will have their potential roles and responsibilities clearly outlined for them
- must provide referees who can attest to their suitability to work with vulnerable people and confirm there are no reasons they should not be appointed in such a role
- must complete an Ansvor approved safe ministry training course relevant to their role/s and responsibilities (www.SafeMinistryCheck.com.au), this training outlines appropriate behaviour including how to minimise the chances of harm and abuse, as well as how to identify and report suspicions of harm
- must commit to the code of conduct and agree to be held accountable for their behaviour

¹ This document is designed to allow Grace Church to comply with its obligations under the Queensland Criminal Code (Child Sexual Offences Reform) and Other legislation Amendment Act 2020, Pt 5, Dv 3 s 25

² As per Points 1 & 9 of the National Statement of Principles for Child Safe Organisations

³ Deuteronomy 6:4-7; Matthew 18:1-6; Mark 10:13-16

⁴ As per Points 2, 3 & 4 of the National Statement of Principles for Child Safe Organisations

⁵ As per Point 5, 7 & 8 of the National Statement of Principles for Child Safe Organisations

- must have their QLD Blue Card verified by the SCC.

No person with a criminal record of abuse, molestation or similar offences towards vulnerable people is allowed to be involved in ministry with vulnerable people at Grace Church.

3. Commitment to Providing Safe and Accessible Programs

Grace Church is committed to ensuring that its programs and events are safe and appropriate for those attending. Careful consideration must be given to the activities chosen, the venue, safe ratios of supervision, appropriate toileting practices, transportation, work health and safety, parental or guardian permission and confidentiality of records kept.

To help maintain appropriate standards, all relevant staff and volunteers will have access to ongoing training and adequate supervision in their roles, with their responsibilities.

4. Commitment to Appropriately Respond to Concerns and Complaints

Grace Church is committed to:

- creating a culture where people feel safe to speak out about inappropriate behaviour without fear of being rejected or ridiculed
- listening and responding appropriately to concerns and complaints about behaviour and safety at Grace Church
- protecting the confidentiality, dignity, health and well-being of its vulnerable people (members, regular attendees and visitors alike).

Any issues related to vulnerable people will be managed with a focus on the interest of the vulnerable person and will be reported to the relevant State Child Protection body.⁶

All reports will be managed by the Safe Church Contacts below.

Safe Church Contacts

Julie Tallon	0405 387 591	scc@churchgrace.org
Giuliano Bordoni	0452 231 285	pastor@churchgrace.org

The Safe Church Contacts will be guided by the **Safe Church Coordinator Plan** when it comes to incident management and disclosures or suspicions of harm⁷. This includes reporting any criminal activity to Police, and the possibility of reporting allegations of harm to the State Ombudsman and the insurer of Grace Church. In certain incidents the Safe Church Contacts will appoint an independent investigator to investigate allegations of inappropriate behaviour.

Date Instituted by PST: 15-DEC-2022

Date of Last Review by SCC: 09-NOV-2022

⁶ As per Point 6 of the National Statement of Principles for Child Safe Organisations

⁷ As per Point 10 of the National Statement of Principles for Child Safe Organisations