



Leaders & Volunteers Safety Training

29 January 2022

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for Safer
Churches

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Context

- The term 'Safer Churches' in this context means church events, programs, experiences and interactions that are God-honouring, life-giving and harm-free.
- It includes everyone, from kids to adults.
- It applies to all ministry experiences, events, programs and interactions.
- It focuses on spiritual, physical and emotional well-being, participation and safety.
- Church volunteers must do all they can to ensure that all people are included and cared for, with special regard to age, gender, culture, and ability.

Foundation of Safer Churches

God's love for all people

The gift of boundaries

Team Ministry

Duty of Care



God's love for all people

- Safer church is not just about compliance.
- It's about people—the people that God loves

The gift of boundaries

- In creation, God instituted boundaries.
- From the Ten commandments, covenant between God and Israel, through to relationship framework set out in Eph 5. boundaries are important to healthy loving relationship



Different boundaries

Spiritual

Physical

Emotional

Financial

Sexual

Language



*Boundaries
are like
fences*

Flexible fences



Inflexible fences





**Boundaries that need to
be crossed**



Which of these are inflexible boundaries ?

- Not texting someone after 10pm
- Not having meeting with someone of the opposite sex alone
- Discussing sexual issue with a minor

Four
Questions
to ask
before
crossing
boundaries

Is this the right time?

Is this the right place?

Is this the right circumstance?

Is this boundary crossing right for this person?

Duty of Care

“Do everything reasonably practicable to protect others from harm”.

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- The concept has its root in Jesus' command
 - Love your neighbours as yourself

Our
duty of
care





Scenario 1

- A new youth has made a controversial comment on the Abide Youth facebook. One of the youth leaders, Jeremy, responded and the two started a debate on Facebook. Jeremy called the new youth 'an idiot'. Parents complained to the youth pastor that the dialogue made their kids feel unsafe. How is Jeremy's action inconsistent with safer church guidelines?



Scenario 2

- During a connect group, the connect pastor's teenage daughter was asked to look after the little kids. One of the kids started banging on the TV, the teenager gave her a little smack, the kid started screaming and ended up injuring herself from trashing around.

Scenario 3

- The meeting ended late. Peter is supposed to lock up, but he has a birthday party to go to in the city and he is already late. There are two youth left. They are sisters, one is 17, the other 15. Their parents said they are just 10 mins away. Both of them said, they would be fine to be left on their own. They often take public transport by themselves to and from school.
- Do you think Peter could leave them on their own to wait for the parents? Why or why not?

Scenario 4

- The kid's ministry was conducting the Vacation Program. During the session, one of the new kids who had never been to church commented that he often has nightmares. The kid influencer in-charge gathered all the kids around and proceed to pray for the new kid. The new kid was afraid as he was not sure what was going on. What boundaries were crossed and whether they were crossed appropriately?

Reminder: Etiquette in connect group

- Be generous
- Be considerate
- Be positive

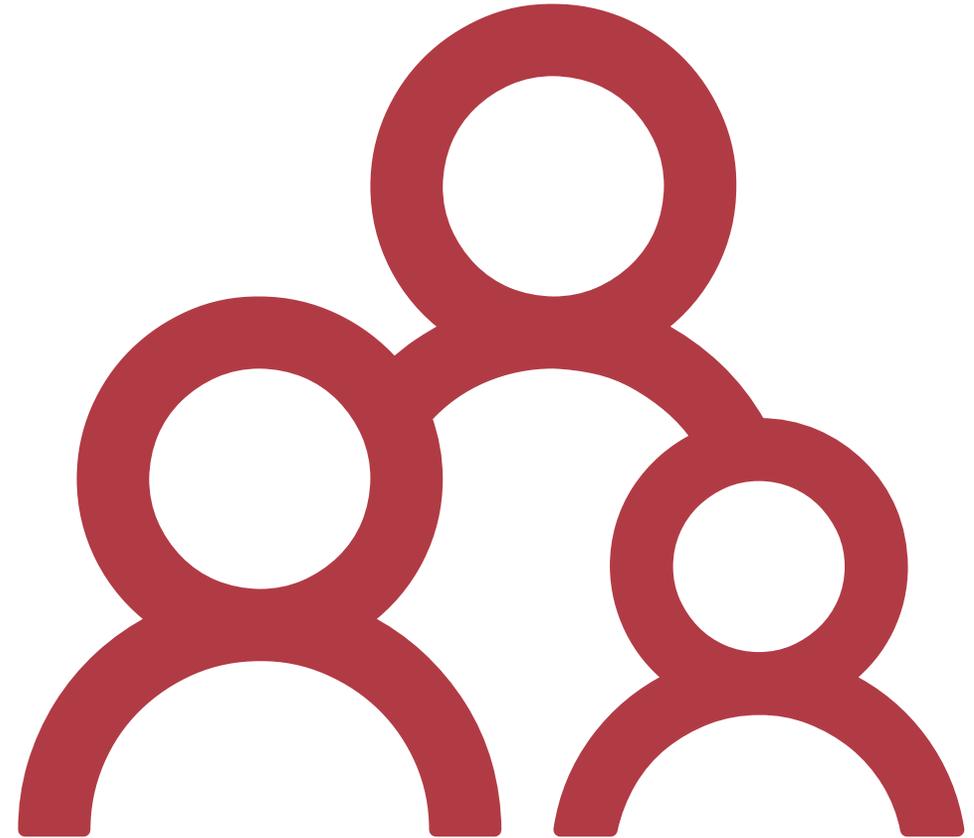


Child Safety



Definition of Minor

- Section 17 of the Law Reform Act 1995 states that the age of majority is 18 years. Therefore, **any person under the age of 18 years old in Queensland** is considered a minor.
- QUESTION: Do you know the minors who are serving in your ministry?



Scenario

- **Scenario:** You notice one of the coffee pot team members seem to be showing interest in the new volunteer, Mary, but you know that Mary is just 16 years old even though she looks more mature than her age. What should you do?

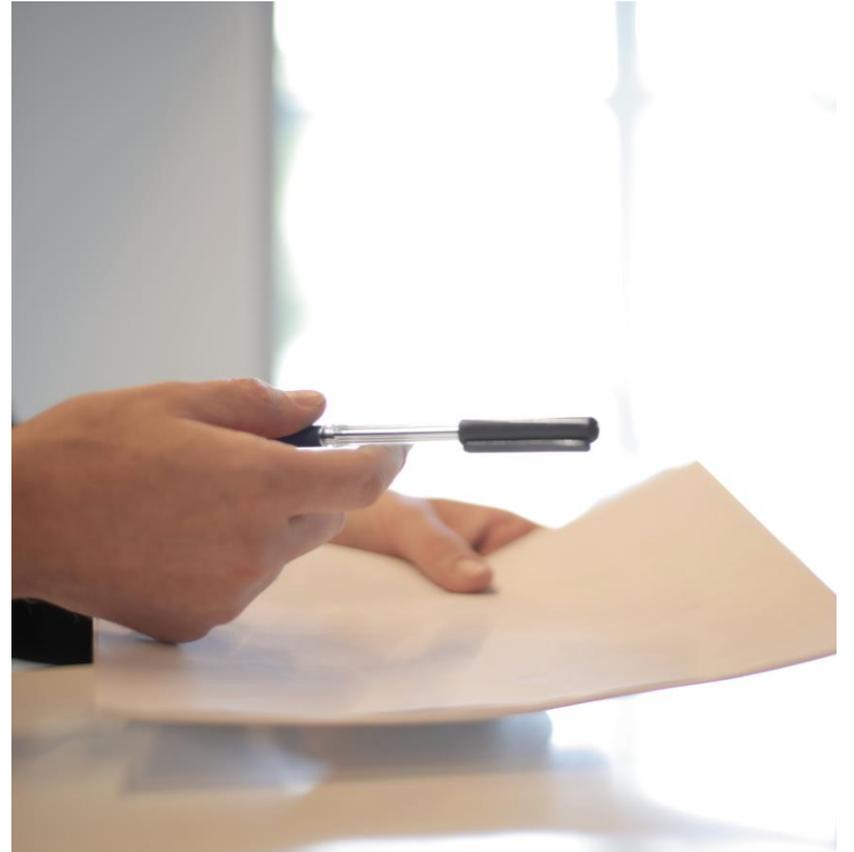
Ten standards



Safe workers

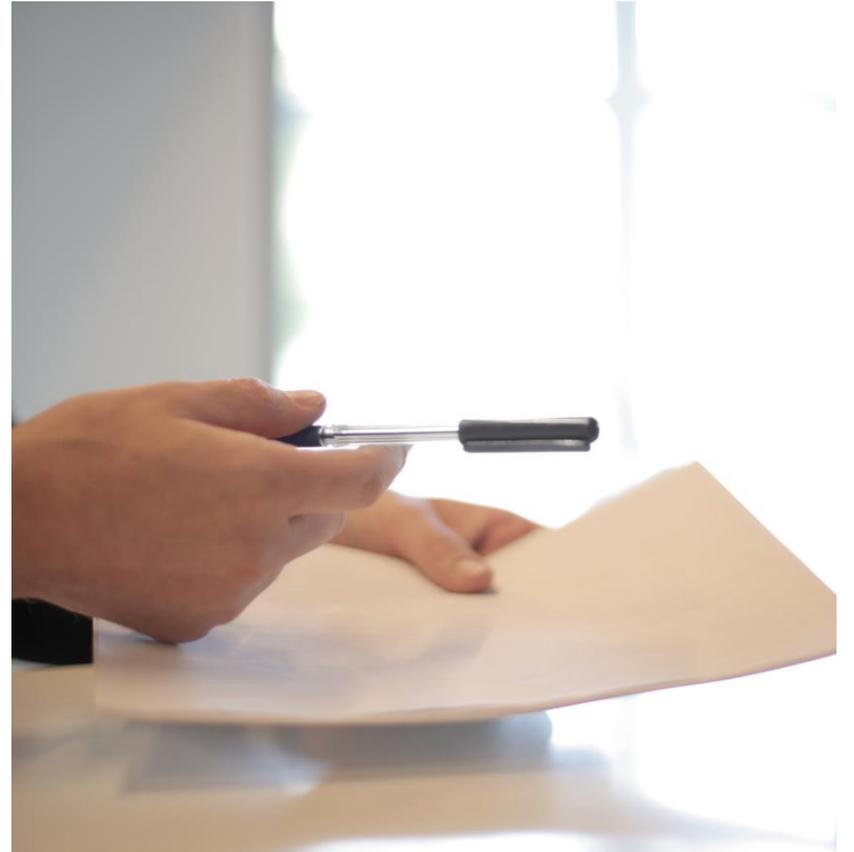
When appointing church workers, whether volunteer leaders or paid workers, should have a written process that ensures due diligence, that includes:

- Role descriptions - clear expectations, and defined start and end dates for the position.
- Code of conduct
- Government checks e.g. blue card



Safe workers-cont.

- Reference checks
- Training and ongoing supervision and support
- Annual review





Guidelines for Volunteers

- Keeping boundaries while working with minors
- Be respectful of people's personal space needs.
- Always seek permission before initiating a touch, e.g. "would you like a hug?", and also watch for non-verbal cues such as the person pulling away when touched.



Guidelines for Volunteers

- In general, respond to touch initiated, rather than initiating it.
- Ensure all touch occurs in public settings.

Bad touch, good touch, Confusing touch



NON OFFENDER

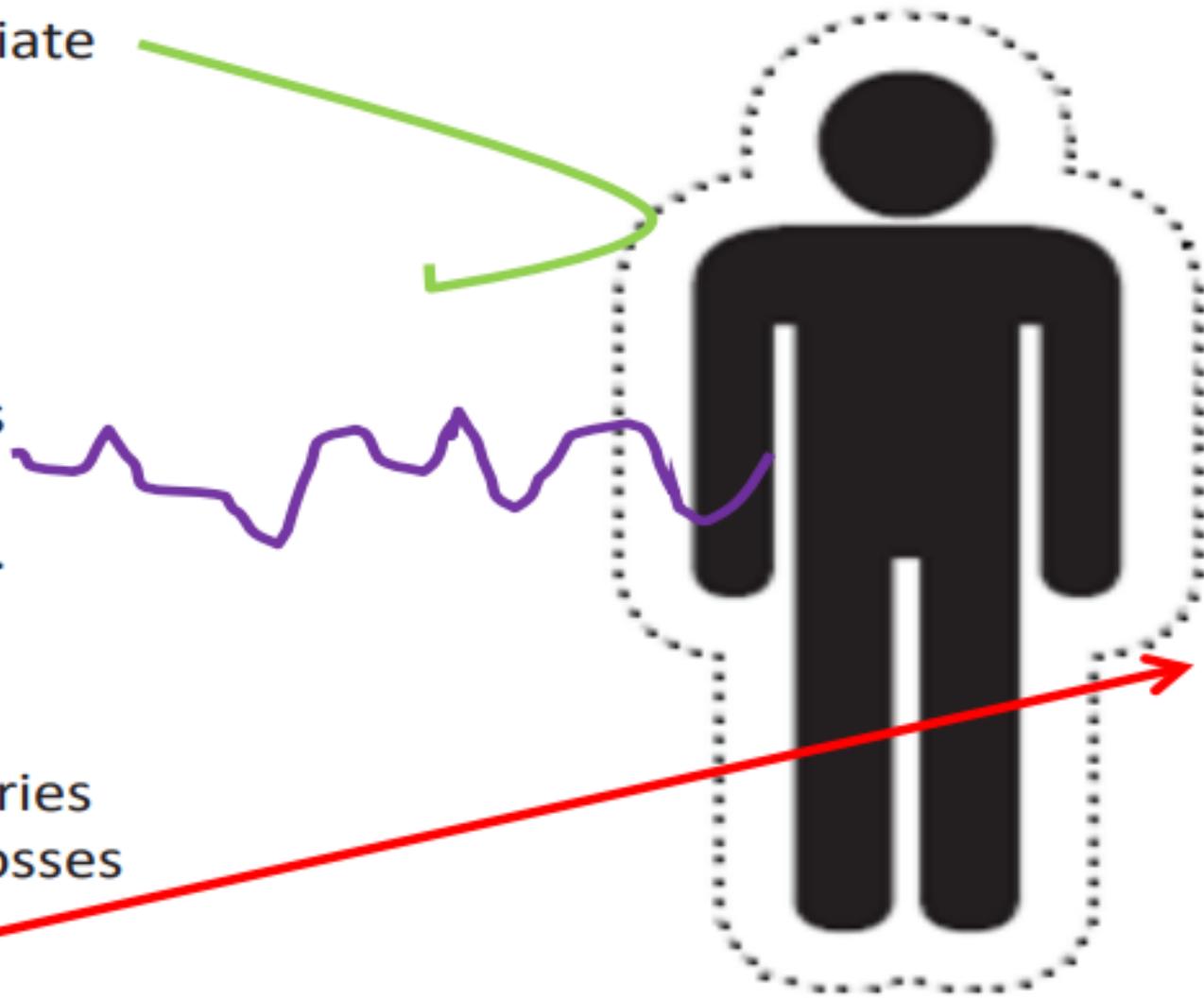
Recognises boundaries and makes an intentional and immediate correction to behaviour.

WANDERER

Approaches boundaries indirectly, lacks awareness of boundaries, and does not self-correct behaviour.

PREDATOR

Heads directly for boundaries without hesitation and crosses boundaries deliberately. Purposefully engages in inappropriate behaviour.



Power



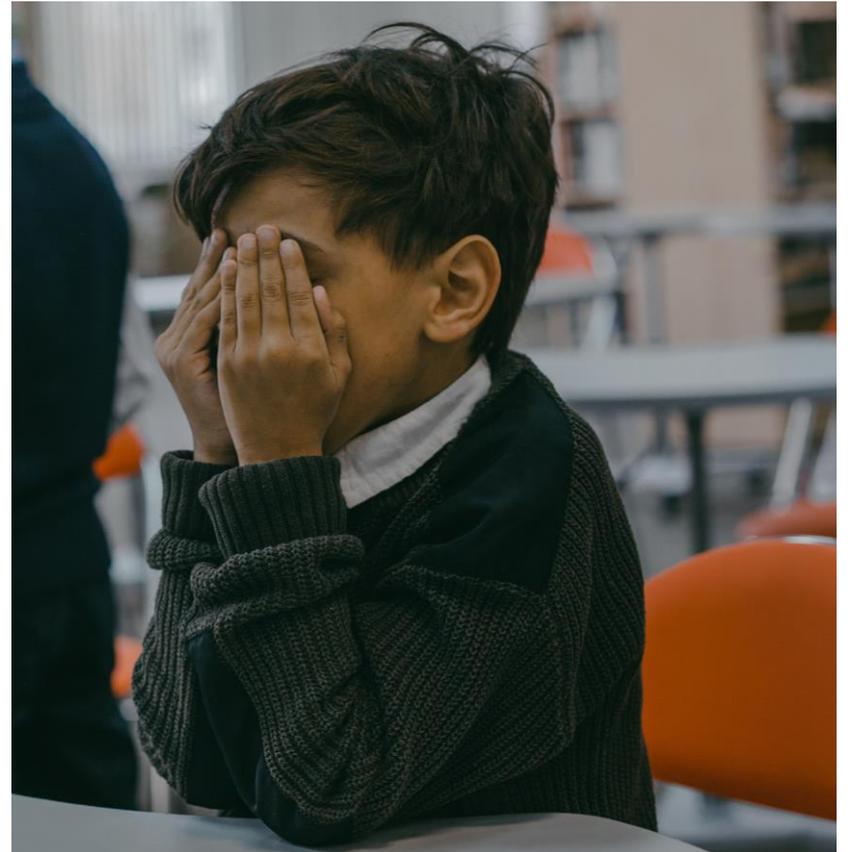
What is Harm?

Recognising and identifying risk

- **Definition:** *Harm, to a Child or Young Person, is any detrimental effect of a significant nature on the Child or Young Person's physical, psychological or emotional well-being. It is immaterial how the harm is caused. Harm can be caused by physical, psychological or emotional abuse or neglect; or sexual abuse or exploitation; a single act, omission or circumstance; or a series or combination of acts, omissions or circumstances.*

The impact of Child Abuse in Institutional context

- Effects of trauma on children's development and mental health
- Impact on interpersonal relationships, physical health, sexual identity, gender identity and sexual behaviours
- Connection to culture, spirituality and religious involvement
- Interaction with society, education, employment and economic security
- Fear
- Distrust and contempt for the institution
- The ripple effects on survivor's family, other affected individual's communities and Australian society



Our bias on harm

- Information about the topic
- Social disclosure
- Proximity to the issue
- Myths about abuse
- Perception—upbringing, personal experience, value society

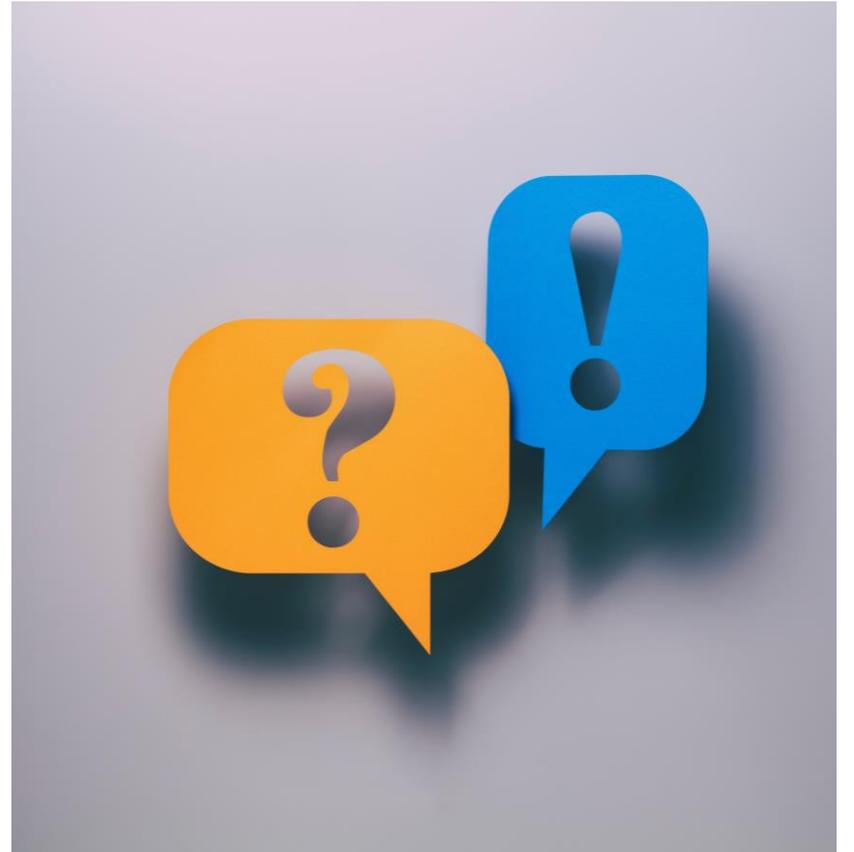
Which is the following you would consider as abuse?

A parent/guardian smack their child hard in public

A regular member of the youth group often arrives with dirty clothes, smelling like they haven't had a bath

A 90 year old man in your church tells you that his family only allows him to leave his home once a week

A man on the welcome team loves to give woman a smack on the bottom



Identifying harm (Neglect)

- Poor standards of hygiene leading to social isolation or poor health
- Inappropriate clothing for weather conditions
- Extended stays at school, public places, others' homes
- Extreme longing for adult affection
- Self-comforting behaviour, eg. rocking, sucking
- Delays in developmental milestones

Identifying harm (contd)

- Low weight for age and/or failure to thrive and develop
- Untreated physical problems e.g. serious nappy rash
- Extreme anxiety about being abandoned
- Inadequate supervision for child's/childrens' age
- Scavenging or stealing food and focus on basic survival

Identifying harm

Physical Abuse

- Unexplained bruising to face, head or neck
- Bruising showing the shape of the object that caused it e.g. belt buckle, lacerations and welts
- Explanation of injury is not consistent with the injury
- Abdominal pain caused by ruptured internal organs
- Fractures of bones
- Burns and scalds (including cigarette burns)

Indicators of Physical Abuse (contd)

- drowsiness, vomiting, fits or retinal haemorrhages
- aggression or withdrawal
- inappropriate clothes for weather conditions
- discomfort with physical contact, and emotional problems
- sudden and or dramatic change in behaviour

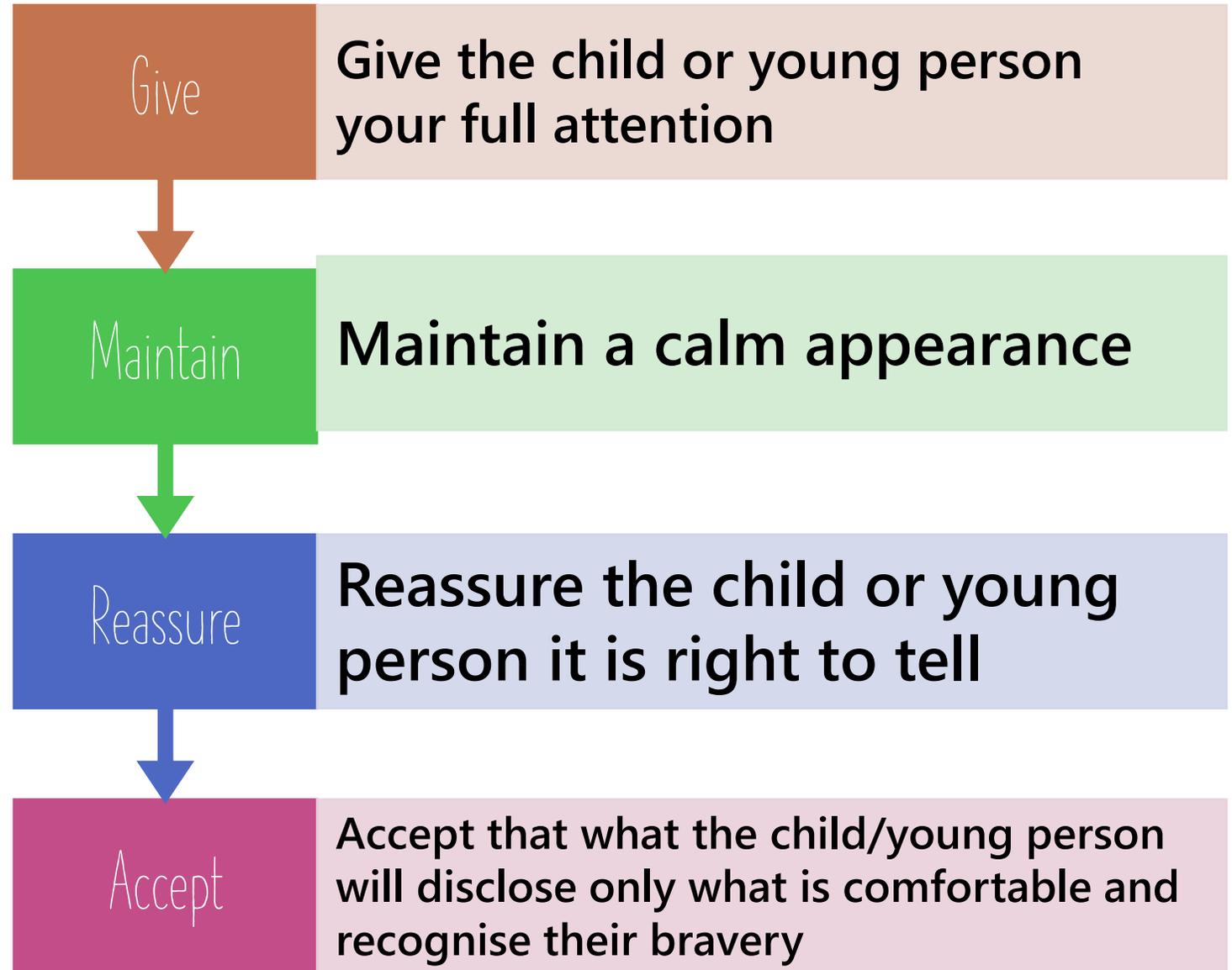
Identifying harm- Sexual abuse

- child or child's friend telling you about it, even indirectly
- describing sexual acts
- excessively seductive behaviour
- going to bed fully clothed
- sexual knowledge or behaviour inappropriate for age
- regressive behaviour e.g. sudden return to bed-wetting
- bruising or bleeding in the genital area
- sexually transmitted diseases
- bruising to breasts, buttocks, lower abdomen or thighs
- self-destructive behaviour

-
- **suicide attempts/self-mutilation**
 - **child being in contact with a known sex offender**
 - **anorexia or over-eating**
 - **unexplained accumulation of money and gifts**
 - **persistent running away from home**
 - **unusual aversion to physical contact**
 - **inappropriate expressions of friendship with an adult**
 - **sudden or dramatic changes in behaviour**
 - **psychological disorders such as disassociation**



Pastoral guidance during disclosure



-
- Let the child/person know what you will do next
 - Tell the child/young person to take his/her time
 - Let the child/young person use his/her own words
 - Don't be afraid of saying the "wrong" thing
 - Don't make promises you can't keep
 - Don't confront the perpetrator

Reporting Concern (Regarding child safety)

- A child or young person reports they have been or at risk of being abused
- Someone else (regardless of age) discloses that they know of a Child or Young Person who has been/is at risk of being abused
- There are concerns that the Child or Young Person may have been or is at risk of being abused based on their physical appearance or behaviour

Parameters of Reporting Concern

- Report reasonable suspicions or concerns of abuse
- No need to establish or investigate if abuse has occurred
- If the Local Church Safer Churches Person is not available and the abuse is currently occurring or reasons to believe that a Child or Young Person is at risk, a report should be made immediately to the police and appropriate authorities

Reporting Process

1

Report to Local Church Safer Churches Person

2

Complete applicable Forms
(Safer Churches and/or State Gov Requirements)

3

Take appropriate action
(Report to relevant authorities, e.g. Police, Gov Child Protection Agencies, Safer Churches Helpline)

4

Provide ongoing support (Pastoral Care, Risk Management etc...)

Safe Programs



Safer Programs



RISK MANAGEMENT



WORKPLACE HEALTH AND
SAFETY



INCIDENT REPORTING

Workplace Health and Safety

- Risk Assessment approach
- Incident report
- Fire safety e.g. fire warden for events
- First aid

If you see or become aware of a new hazard, deal with the immediate safety risk, if there is one, and report it so that it can be managed and fixed

Risk Assessment

Risk Assessment – What is the worst possible consequences of this hazard / incident?
 What is the likelihood of this occurring?

RISK RATING	LIKELIHOOD				
	Rare The event will only occur in exceptional circumstances	Unlikely The event is not likely to occur	Possible The event may occur	Likely The event is likely to occur	Almost Certain The event is almost certain to occur
Catastrophic (Accidental death / serious injury)	Significant Risk	Significant Risk	High Risk	High Risk	High Risk
Major (Serious injury)	Low Risk	Moderate Risk	Significant Risk	High Risk	High Risk
Moderate (Lost time due to workplace injury)	Low Risk	Low Risk	Moderate Risk	Significant Risk	High Risk
Minor (Minor workplace injury – no lost time)	Low Risk	Low Risk	Low Risk	Moderate Risk	Significant Risk
Minimal (No injury)	Low Risk	Low Risk	Low Risk	Low Risk	Moderate Risk

Risk Rating for this hazard / incident – tick one as appropriate:

High Risk	Significant Risk	Moderate Risk	Low Risk
Immediate action required <input type="checkbox"/>	Action required as soon as possible <input type="checkbox"/>	Action required as soon as practical <input type="checkbox"/>	Monitor the hazard Minimal action <input type="checkbox"/>

Incident Report



RESPOND



REPORT



REVIEW

Fire Safety

Closest Fire Escape

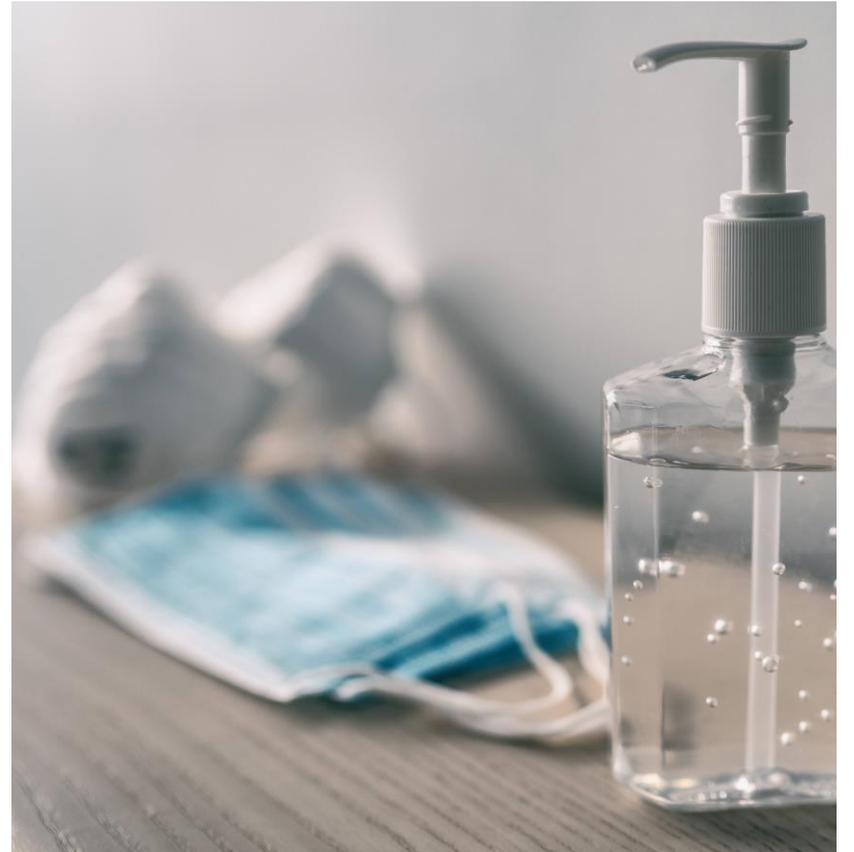
Assembly Point

Fire warden



Covid safety

- Covid safety checklist
- Social distancing
- Mask wearing
- QR check in
- Sanitising



Food Safety

- Food preparation and Storage Practises
- Cleaning and sanitising
- Heating up food
- Serving food

