



Safe Ministry Policy



Maitland Evangelical Church Policy

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Developed by www.safeministrytraining.com.au

Endorsed by Ansva Insurance 1/7/2018

Adopted by Maitland Evangelical Church 1/7/2018

Review Date	Reviewed By	Summary of Changes	MEC Platforms Updated
19/6/2019	Admin Committee	No changes made	Yes
21/10/2021	Admin Committee, Taire Wilson	Update of safe ministry supervisor list; inclusive language; two yearly renewal of leader training added; incident response process specified	Yes



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Safe Ministry Commitment

Background & Governance

This policy outlines the underlying principles that direct our approach to safeguarding vulnerable people involved with Maitland Evangelical Church. It applies to all staff, leaders, pastors, coordinators, volunteers, trainees and anyone working on behalf of Maitland Evangelical Church (“Relevant Leaders”). The pastors, safe ministry representative and administration committee of Maitland Evangelical Church take responsibility for ensuring these principles are reviewed regularly and embedded in the organisational culture at all levels.^{1,2}

1. Commitment to Safeguard Vulnerable People

We are committed to the Biblical call to care for the vulnerable by actively preventing harm and abuse, and by seeking to show love and do good as we provide safe programs.³ We are also responsible and accountable for fulfilling our obligations under State and Federal law to protect children and vulnerable people.

We are committed to ensuring that vulnerable people (including children, families, people with physical and/or mental impairments and the elderly) are informed and involved in decisions that considerably affect them. We recognise that the diverse needs of vulnerable people should be taken into account and that their concerns need to be taken seriously.⁴ We are committed to embedding this care into all levels of our leadership and culture.

2. Commitment to Screening and Training Relevant Leaders

We are committed to ensuring all Relevant Leaders are screened, appropriately supported and trained through the process outlined below.⁵

1. All Relevant Leaders must be regular participants at Maitland Evangelical Church. They will have their potential roles and responsibilities clearly outlined for them as they start their role.
2. All Relevant Leaders must provide referees who can confirm the proposed leader is suitable to work with vulnerable people and that there is no reason the proposed leader should not be appointed in such a role.

¹ This policy is in accordance with the Children and Young Persons (Care and Protection) Act 1998 No 157

² As per Point 1 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



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3. All Relevant Leaders must complete an Ansvr approved Safe Ministry Training Course (e.g. www.SafeMinistryTraining.com.au) which outlines appropriate behaviour including how to minimise the chances of harm and abuse, as well as training in how to identify and report cases of abuse.
4. Relevant Leaders must renew their Safe Ministry Training every two years.
5. Relevant Leaders will have committed to the Leader's Code of Conduct, behave as followers of Jesus, and be willing to be held accountable for their behaviour.
6. If a Relevant Leader is over 18 and working with children & youth, they must have their State "Working With Children Check" verified. Leaders under 18 complete the "Under 18 Leader's Declaration Form" (https://safeministry.org.au/wp-content/uploads/2016/06/SM_Under18yrsDeclaration.pdf).

No-one with a criminal record of child abuse, molestation or similar offences is allowed to be involved in children's or youth ministry at Maitland Evangelical Church.

3. Commitment to Providing Safe and Accessible Programs

We are committed to ensuring that our programs and events are safe and appropriate for those attending. Careful consideration is 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, we will give all Relevant Leaders access to ongoing training and adequate supervision in their roles and responsibilities.

4. Commitment to Appropriately Respond to Concerns and Complaints

We are committed to creating a culture where people feel safe to speak out about inappropriate behaviour without fear of being rejected or ridiculed. We are committed to listening and responding appropriately to concerns and complaints about behaviour and safety at Maitland Evangelical Church. Throughout this process we are committed to protecting the confidentiality, dignity, health and well-being of all individuals involved. Any child-related issues will be managed with a focus on the interest of the child and will be reported to the relevant State Child Protection body if necessary.⁶

All reports will be managed by the Maitland Evangelical Church Safe Ministry Supervisors.

Safe Ministry Supervisors

Roger Burgess – Senior Pastor (Ph: 0400 696 795 e: roger@maitlandchurch.org)

Taire Wilson – Safe Ministry Representative (Ph: 0412 516 123 e: chlotaire.wilson@gmail.com)

Erich Serediuk – Youth Pastor (Ph: 0403 023 930 e: erich@maitlandchurch.org)

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



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The Safe Ministry Supervisors will follow a **Safe Ministry Incident Response Process** (see <https://maitlandchurch.org/safeministry/>).⁷ This includes reporting any criminal activity to Police, and the possibility of reporting allegations of abuse to the State Ombudsman and the insurer of Maitland Evangelical Church. In certain incidents (as outlined in the Incident Response Process) the Safe Ministry Supervisors will appoint an Independent Ministry Investigator to investigate allegations of inappropriate behaviour.

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