

Safe Ministry Policy

Purpose

The purpose of this document is to outline the policy of REACH West for ensuring safe ministry and the upholding of professional standards within Epiphany Anglican Church and its associated entities, REACH West Community Services.

Safe Ministry Policy

REACH West adheres to the “**Code of Conduct for Child Safety**” as approved and prescribed by Archbishop in Council 22 March 2018 and the “**Child Safe Policy**” of the Anglican Diocese of Melbourne as approved and prescribed by Archbishop in Council 22 March 2018

Faithfulness in Service

REACH West is committed to code of personal behaviour and practice in pastoral ministry found in the “**Faithfulness in Service**” document as adopted by the General Synod of the Anglican Church of Australia for clergy and Lay workers.

Staff who breach the code of conduct prescribed in “Faithfulness in Service” shall be subject to disciplinary action up to and including termination of employment with REACH West

Duty of Care – Handbook

REACH West is committed to complying with the requirements of “**The Duty of Care Handbook**” as prescribed by the Anglican Diocese of Melbourne for clergy, lay workers and volunteers and making all staff and lay workers aware of the requirements contained within the “Duty of Care Handbook”

REACH West **affirms and subscribes** to the following governing principles:

Principle 1

REACH West has a zero approach to child abuse and/or exploitation and therefore is committed to ensuring the safety of all children and vulnerable people, including indigenous children, children with special needs and children from culturally and/or linguistically diverse background



Principle 2

REAC West is committed to minimising risk of Child abuse or exploitation by providing a copy of this policy and associated guideline to all staff, volunteers who have direct contact with or influence upon children, outlining their obligations under this policy.

Principle 3

REACH West is committed to encouraging a culture of safe ministry practice by staff and Lay workers

Principle 4

REACH West is committed to upholding the rights and wellbeing of children under its care or supervision and shall in all actions and activities concerning children give primary consideration to the welfare, safety and best interests of the child.

Principle 5

REACH West is committed to the careful recruiting and training of all staff and persons who have direct contact with or influence over children and assessing the fitness of staff and Lay workers to exercise ministry amongst children

Principle 6

REACH West is committed to providing its staff and any Lay workers who have direct contact with or influence over children with its policy and procedures regarding Child Safety along with appropriate awareness training in Child Safety to assist in reducing the risk of child abuse or exploitation

Principle 7

REACH West is committed to ensuring that children are not exposed to any material which is not part of the authorised curriculum which might be deemed offensive

Principle 8

REACH West is committed to the mandatory reporting of any suspected or alleged child abuse or exploitation or non-compliance of its policies or Code of Conduct regarding the safety of children.



Principle 9

REACH West is committed to dealing with all complaints of misconduct in a fair, transparent and accountable manner which respects the rights and confidentiality of both the complainant and the accused.

Principle 10

REACH West is committed to ensuring procedural fairness when making decisions that affect a person's rights or interests when responding to concerns or allegations of Child abuse or exploitation

Principle 11

REACH West is committed to regularly assessing its Child protection policy and procedures. While it is impossible to entirely eliminate all risks to children, REACH West is committed to implementing and carefully managing all its policies and procedures in order to mitigate any risk to children participating in any of its programs or associated activities