

*Immanuel Christian Assembly*

God with us

# ICAC Child Safe Environment policy

## Purpose

This policy is written to demonstrate the strong commitment to providing a safe environment and applies to services provided by staff, volunteers, Church and community members who interact with children and young people while in the care of Immanuel Christian Assembly (ICA).

Immanuel Christian Assembly is committed to addressing child abuse and continuing to improve child protection and abuse prevention.

Our aim with this policy is to provide clear guidance to anyone within our ICA church community who contributes or assists in children and young people's ministry to do so in a safe manner and that they will be able to report any incidents of safety concerns or abuse in a clear and uncomplicated manner.

## Commitment

Immanuel Christian Assembly is committed to the following outcomes for the benefit of all children and volunteers

- ☐ Communicate child safe policy and procedures to all relevant persons (staff, volunteers, members, families, carers and children).
- ☐ Recruit suitable staff and volunteers to work with children. The staff and volunteers are expected to have been regular participants at ICA Church for at least 6 months (or have been given special approval by Senior Pastor).

- ☐ All relevant leaders and volunteers who have an ongoing commitment to work with children and young people must hold a current Working with Vulnerable People registration, declare their intent to adhere to our Code of Conduct and their suitability to engage in ICA church programs.
- ☐ Provide access to ongoing training and development opportunities for staff, volunteers and ICA Church community members to maintain their knowledge of child protection and child safety that will enable them to fulfill their key responsibilities/ contributions.
- ☐ Partner with families, carers and where applicable with other relevant government and non-government organisations in matters concerning child protection.
- ☐ Actively encourage the participation and involvement of children and young people.
- ☐ Review, monitor and update the appropriate documents related to child safety.

## Ensure Safe Ministry

ICA church will ensure that our programs and events are safe and appropriate for those who are attending and to provide and maintain a safe community for our children and young people as they grow as followers of Jesus.

Immanuel Christian Assembly is committed to the safety and well-being of all children and young people who access the Church and its programs and will act to ensure a child-safe environment is maintained at all times.

We regard children's rights, interests, and well-being as paramount and acknowledge that it is the responsibility of all to care for and protect children.

# Reporting

All adults in the ACT are required to notify the Police if they have a reasonable belief a sexual offense has been committed against a child. This is covered by [Crimes Act 1900](#) (ACT). Failure to report is a criminal offense under this [Crimes Act 1900](#) (ACT).

Under the [Children and Young People Act 2008](#), any incidents of child abuse will be reported to Child and Youth Protection Services (CYPS). Ministers of Religion are mandatory reporters in the ACT. If the incident involves criminal activity, it will also be reported to the Police.

ICAC is required to notify the ACT Ombudsman about allegations of reportable conduct involving staff and volunteers. This is a requirement under the [Reportable Conduct Scheme](#). Reportable conduct includes misconduct or child abuse with a person under 18 years old.

All complaints and incident reports with regards to persons of concern will be reported to Senior Pastor.

Additional details on reporting are covered by the ICAC Child Safe Environment Procedures document.

## Maintain a culture of safe ministry

Immanuel Christian Assembly Church supports children's active participation in the Church and community and treats children with dignity and respect.

We recognise the importance of maintaining a child-safe and child-friendly environment that continues to values, respects and welcomes children and young people.

This means we encourage children to 'have a say about those things that are important to them' and feel confident to raise any problem or concern and know they will be listened to. We continue to strive to maintain a culture of safe ministry.

# Provide a safe physical space/environment

We endeavour to build an environment where children have the right to be safe and feel safe, respected, valued and encouraged to reach their full potential.

We respect, support, and encourage staff and volunteers' active participation in building and maintaining a secure environment to ensure a safe and happy experience for all.

Careful considerations will be given to any special activities chosen from the venue location to transportation and supervision. The ICAC Child Safe Environment Procedures document provides additional details on ensuring safe ministry.

## Communication

Immanuel Christian Assembly will ensure that everyone to whom this policy applies is aware of and has had an opportunity to read the policy.

All new staff, volunteers and parents/guardians will be able to view a copy on [ICAC website](#) of our ICAC Child Safe Environment Policy document, ICAC Child Safe Environment Procedure document as well as our ICAC Code of Conduct for staff and volunteers so that they are equipped and are aware of their responsibilities when working with children and young people.

We also ask employees, volunteers, parents and carers (where appropriate) to sign a written statement indicating that they have read and will abide by our child-safe policy.

We ensure that all volunteers who work with children have ongoing supervision, support and training to develop and enhance the child safe environment at Immanuel Christian Assembly.

# Appendix A: Reporting Contacts

## Senior Pastor

Name	Phone	Email
Wesley Anantharajah	0434 522 130	<a href="mailto:wesleyanantharajah@gmail.com">wesleyanantharajah@gmail.com</a>

If a complaint relates to the Senior Pastor, then this should be reported to the Chairman of the Christian Church in Australia (CCA).

Name	Phone	Email
Joe Leone	0418 841 191	<a href="mailto:info@life-church.com.au">info@life-church.com.au</a>

## Reporting Responsibility Contact Details

Name	Phone	Website
Police	Call 000 if there is an immediate risk of harm.  For all other circumstances call ACT Policing on 131 444.	<a href="https://www.police.act.gov.au/">https://www.police.act.gov.au/</a>
Child and Youth Protection Services	1300 556 729	<a href="https://forms.act.gov.au/smartforms/servlet/SmartForm.html?formCode=1136">https://forms.act.gov.au/smartforms/servlet/SmartForm.html?formCode=1136</a>
ACT Ombudsman	(02) 6276 3773	<a href="https://www.ombudsman.act.gov.au/improving-the-act/reportable-conduct">https://www.ombudsman.act.gov.au/improving-the-act/reportable-conduct</a>