



Enjoy Church Policy

Child Protection

Version 1

11 December 2018



Revision History

Below is a summary of the historical revisions of this document.

Revision	Author	Comment	Publish Date
1.0	Ryan Lim		
1.4	Ryan Lim	Name change of Safer Churches department to Child Protection.	11 Dec 2018



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1. About This Policy

1.1 Definitions

'Enjoy Church' and 'Enjoy' means Enjoy Church Incorporated

The terms 'we', 'us' and 'our' relates to Enjoy Church

Enjoy Church considers a child or young person to be under the age of eighteen (18) years.

1.2 Purpose

This policy formally expresses our commitment to protecting children and the vulnerable from violence, abuse, neglect, maltreatment and exploitation.

1.3 Scope

This policy relates to all staff and volunteers of Enjoy Church in Australia.

1.4 Legislation

Commonwealth of Australia

- Child Wellbeing and Safety Amendment (Child Safe Standards) Act 2015 (Cth)
- Crimes Act 1914 (Cth)
- Criminal Code Act 1995 (Cth)

Victoria

- Child, Youth & Families Act (Vic)
- Crimes Act 1958 (Vic)
- Crimes Amendment (Protection of Children) Act 2014
- Crimes Amendment (Grooming) Act 2014
- Crimes Amendment (Sexual Offences and Other Matters) Act 2014
- Child Wellbeing and Safety Act 2005
- Working with Children Act 2005 (Vic)
- Working with Children's Regulations Act 2006 (Vic)
- Children Legislation Amendment (Reportable Conduct) Act 2017
- Victorian Government *Child Safe Standards*

Tasmania

- Children, Young Persons and their Families Act 1997 (Tas)
- Registration to Work with Vulnerable People Act 2013 (Tas)
- Personal Information Protection Act 2009 (Tas)



2. Policy Statement

Enjoy Church is committed to its core values of *relationship* and *integrity*. Fostering and upholding relationships that are healthy, transparent and accountable is a key part of upholding these core values, especially those involving children.

This policy has been prepared to enable the provision of an environment that is physically, emotionally and spiritually safe for all people who are a part of Enjoy Church and its initiatives, ministries and programs.

We consider all form of child abuse unacceptable in any circumstance. Enjoy is actively committed to safeguarding all children involved in our initiatives, ministries and programs. Enjoy Church will identify and manage points of risk that may lead to the harm of children.

2.1 Child Protection (Safer Churches) Officer(s)

Our commitment to child protection has seen the appointment of Child Protection (Safer Churches) Officer(s) that are responsible for the effective and integrous handling of disclosures and reporting of harm and concerns; outlined in the processes and procedures for reporting by Enjoy in line with government and legislative requirements.

2.2 Training & Monitoring

All staff and volunteers that have direct contact with children will be required, at a minimum, to complete the appropriate training. This course will need to be completed every three years (or as otherwise directed by Enjoy Church) for the training to remain valid.

All staff and volunteers are subject to processes and procedures for monitoring their compliance, performance and suitability to work with children.

If any staff or volunteer does not satisfactorily complete the appropriate training, or is deemed not suitable to work with children, their involvement will be immediately discontinued.

2.3 Reporting

All staff and volunteers are required to report any potential breaches in child protection to our Child Protection (Safer Churches) Officer(s) via the following email: child.protection@enjoy.church

All reporting will be treated with the utmost discretion and confidentiality. Your identity will remain anonymous to Enjoy Church as appropriate.

3. Obligations

3.1 Legislation

This policy was developed in compliance with the relevant State and Commonwealth legislation, but our commitment to protecting children goes beyond what is legally mandated. We will uphold and fulfill what is

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required and mandated by the respective governing authorities and will take practicable action to ensure the continual safety of our people.

3.2 Australian Christian Churches

Enjoy Church is a constituent church of Australian Christian Churches (ACC). As such, we are committed to and will fulfil of our responsibilities mandated by the movement, including the *ACC Child Protection Policy*.

All ACC Credential Holders, whether they are employed or involved in any Enjoy Church ministry, initiative or program, will be required to meet the obligations of the ACC.

3.3 Mandatory Report & Reporting Bodies

Enjoy recognises the obligations of mandatory reporting to the relevant reporting bodies within the state and nation it operates in. We require all staff and volunteers to report using the processes provided by Enjoy, and where required, notify the relevant governments authorities.

4. Policy Updates

Enjoy Church will review this policy every three years and may make revisions. In the event of significant legislative changes, a review of this policy will be undertaken.

The date of the latest revision is displayed in the footer of this policy.

5. Enquiries

Enjoy Church has a team that is responsible for Safety. The contact details for the Safety Team are as follows:

E-Mail	safety@enjoy.church
Phone	+61 3 9240 6000
Postal Mail	Safety Team Enjoy Church 41 Lance Road Sunshine North, Victoria 3020 Australia