



# Child Safety Policy

## Adherence to Lutheran Church of Australia standards.

- A. We accept and affirm the LCA Standard of Ethical Behaviour.
- B. We accept and affirm the LCA Child Protection Policy.
  - a. We regard these as standards and policies of our congregation.

## Additional Policy and Procedural Commitment.

Further to that stated above, St Johns Southgate commits to the following:

1. That all members receive the LCA Standard of Ethical Behaviour and are asked to comply with these standards.
2. That all employees and volunteers involved in children's ministries are familiar with and accept the LCA Child Protection Policy.
3. That St Johns Southgate is a place where:
  - a. The priority of child safety is expressed by planning of all children's activities with risk reduction and/or removal in mind.
  - b. Particular concern for cultural safety and sensitivity is given with regard to:
    - i. Aboriginal children
    - ii. Children of culturally or linguistically diverse backgrounds
    - iii. Children with a disability
  - c. Children are encouraged to be involved in decision making processes so that a culture is developed which empowers children and develops in them an understanding of:
    - i. Their rights.
    - ii. What is appropriate (and by contrast inappropriate) behaviour by adults.
  - d. Parents/guardians of children attending the activities of St Johns Southgate are made aware of our standards & policies and their ability to express any concerns and/or lodge complaints.
4. That prior to commencing involvement in children's ministries all employees and volunteers will:
  - a. Register a current Working With Children Check with St Johns Southgate.
  - b. Provide 2 written references.
  - c. Complete and submit the relevant team member application form/s.
  - d. Complete all units of the LCA's ChildSafe training<sup>1</sup> applicable to their role and accept the standards, responsibilities and expectations outlined in this training.
  - e. Have an orientation meeting with the ChildSafe Coordinator of St Johns Southgate at which practical strategies for enacting those commitments outlined in point 3 at children's events are planned.
5. That annually St John's ChildSafe Coordinator conducts an audit of the following:
  - a. All employee and volunteer Working With Children Checks.
  - b. All employee and volunteer ChildSafe training recency and validity.
6. That annually St John's ChildSafe Coordinator meets with all employees and volunteers who work with children to workshop practical strategies for enacting those commitments outlined in point 3 at all the children's activities of St Johns Southgate.

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<sup>1</sup> Includes training on one's moral, legal and procedural obligations in responding to child abuse and neglect.