

Compliance and Continuous Improvement

At Generocity Church, we recognize that maintaining compliance with relevant regulations and continuously improving our risk management practices are essential for the safety and well-being of our community. This section outlines our approach to regulatory compliance and our commitment to ongoing improvement.

Regulatory Compliance

Overview of Relevant Regulations

Generocity Church is committed to complying with all applicable laws, regulations, and standards related to our operations. Key areas of regulatory compliance include:

1. Child Protection Legislation:

- We adhere to state and federal child protection laws, including mandatory reporting requirements and Working with Children Checks.
- Our policies and procedures align with the ACC Child Protection Policy and ACC Safer Churches Guidelines.

2. Workplace Health and Safety (WHS) Legislation:

- We comply with relevant WHS laws to ensure a safe environment for staff, volunteers, and visitors.
- This includes maintaining safe physical environments, managing hazards, and providing appropriate training.

3. Anti-Discrimination and Equal Opportunity Laws:

- We adhere to federal and state anti-discrimination laws, ensuring equal treatment and opportunities for all individuals regardless of race, gender, age, disability, or other protected characteristics.

4. Privacy Legislation:

- We uphold National Privacy Principles in handling personal information of staff, volunteers, and church members.

5. Financial Regulations:

- We comply with financial reporting requirements for non-profit organisations, including those set by the Australian Charities and Not-for-profits Commission (ACNC) and the Australian Tax Office (ATO).

6. Food Safety Regulations:

- For church events involving food preparation and service, we adhere to relevant food safety standards and guidelines.

7. Building and Fire Safety Codes:

- We ensure our facilities meet all applicable building and fire safety regulations.

Compliance Audits

To ensure ongoing compliance with these regulations, Generocity Church conducts regular compliance audits:

1. Internal Audits:

- We conduct annual internal audits of our policies, procedures, and practices to ensure alignment with regulatory requirements.
- The Senior Pastor or delegate is responsible for overseeing these audits.

2. External Audits:

- We engage external auditors or consultants as needed to provide an independent assessment of our compliance status.
- This may include specific audits for areas such as financial management, WHS, or child protection.

3. Documentation Review:

- All policies, procedures, and training materials are regularly reviewed to ensure they reflect current legislative requirements.

4. Compliance Reporting:

- Results of compliance audits are reported to the church board and relevant stakeholders.
- Any identified non-compliance issues are addressed promptly through courageous conversations and corrective action plans.

5. Staff and Volunteer Involvement:

- We involve staff and volunteers in the audit process to ensure a comprehensive review and to promote a culture of compliance.

Continuous Improvement

At Generocity Church, we are committed to continuously improving our risk management practices and overall operations.

Feedback Mechanisms

We have established several feedback mechanisms to gather insights and suggestions for improvement, recognising our commitment to learn from one another:

1. Open Door Policy:

- We encourage staff, volunteers, and church members to share their concerns, ideas, and suggestions with church leadership at any time.

2. Regular Surveys:

- We conduct annual surveys to gather feedback on various aspects of church operations, including safety practices and risk management.

3. Post-Event Evaluations:

- After major events or programs, we solicit feedback from participants, volunteers, and staff to identify areas for improvement.

4. Child and Youth Participation:

- We actively seek feedback from children and young people about our programs and safety measures, ensuring their voices are heard and considered.

Regular Policy and Procedure Review

To ensure our practices remain current and effective, we conduct regular reviews of our policies and procedures:

1. Annual Policy Review:

- All policies and procedures are reviewed at least annually by the church board or the Senior Pastor or delegate.
- This review considers feedback received, incident reports, and any changes in legislation or best practices.

2. Biennial Comprehensive Review:

- Every two years, we conduct a comprehensive review of our entire risk management practices.

3. Ad Hoc Reviews:

- Policies and procedures are also reviewed and updated as needed in response to significant incidents, changes in church activities, or new regulatory requirements.

4. Stakeholder Involvement:

- Reflecting our belief that people matter, we involve a wide range of stakeholders in our review process, including staff, volunteers, church members, and external sources as needed.

5. Training Updates:

- Following any policy or procedure updates, we provide training to ensure all staff and volunteers are aware of and understand the changes.

By maintaining a strong focus on compliance and continuous improvement, Generocity Church demonstrates its commitment to being connected and accountable while providing a safe, effective, and continuously evolving environment for all members of our community. This approach not only ensures we meet our legal and ethical obligations but also allows us to adapt to changing needs and circumstances, ultimately enhancing our ability to fulfil our mission and serve our community.

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