

Safer Churches – Protection Guidelines

At Generocity Church, we are committed to providing a safe environment for all people, especially children and young people involved in our programs and activities. The following guidelines are designed to protect children and youth, as well as the volunteers and staff who work with them.

Guidelines for Events, Activities, and Daily Operations

1. Event Planning:

- Complete a comprehensive Event Planning Checklist for all church events involving children or youth.
- Conduct a thorough risk assessment for each event or activity, considering factors such as venue safety, transportation, and emergency procedures.
[zz Event Risk Assessment and Action Plan](#)
- Ensure appropriate adult-to-child ratios are maintained at all times:
 - Maintain a minimum of 4 adult workers (over 18 years) present for all programs.
 - Adhere to a 1:8 ratio for low-risk activities and up to 1:2 for high-risk activities.

2. Supervision:

- Implement a "two-adult rule" where no adult is ever alone with a child.
- Maintain clear lines of sight in all areas where children's activities take place.

3. Transportation:

- Obtain written parental consent for all off-site activities using our [zz Liability Release Form - Youth Activities](#)

- Ensure all drivers have valid licences, appropriate insurance, and have completed our [zz Volunteer Driver Application Form](#).
- Never allow a staff member or volunteer to transport a single child alone.

4. Communication:

- Implement clear policies on communication with children, including guidelines for social media use.
- Obtain parental consent before photographing or videoing children, respecting their privacy and dignity. This can be captured during the online sign up for the event or registration form, if there is no online event form, use [zz Liability Release Form - Youth Activities](#)

5. Physical Environment:

- Ensure all areas used by children are safe and appropriate for their age group.
- Regularly inspect play equipment and facilities for potential hazards.
- Implement infection control measures as outlined in our [PLACEHOLDER: Infection Control Best Practice Guide], including regular cleaning and disinfection of high-touch surfaces.

Specific Considerations for Child and Youth Protection

1. Age-Appropriate Supervision:

- Tailor supervision strategies to the developmental needs of different age groups.
- Ensure co-ed programs have both male and female workers present to provide appropriate support and oversight.

2. Toileting and Personal Care:

- Implement clear procedures for assisting children with toileting or personal care needs.
- Always have two unrelated adults present when assisting children with personal needs.

3. Discipline:

- Develop and communicate clear behavioural expectations for children and youth.
- Use positive reinforcement and redirection techniques for discipline.
- Strictly forbid any form of physical punishment or verbal abuse.

4. Emotional and Spiritual Safety:

- Create an environment where children feel respected, valued, and listened to.
- Be sensitive to children's emotional and spiritual needs, avoiding any form of manipulation or coercion.

5. Cultural Sensitivity:

- Respect and accommodate cultural differences in all gatherings.
- Ensure programs and activities are inclusive and culturally appropriate.

Safety Measures for Volunteers and Staff Interacting with Children

1. Screening and Recruitment:

- Implement rigorous screening processes for all staff and volunteers working with children, including:
 - Completion of a [zz Volunteer Child/Youth Leaders Application & Registration Form](#)

- Thorough background checks, including Working with Children Checks
- Reference checks (at least two referees)
- Ensure volunteers in supervisory roles have been partners/members of the church for at least 6 months after acceptance.

2. Training:

- Provide comprehensive child protection training for all staff and volunteers, including:
 - Initial child protection training as part of their induction (safer churches training)
 - Regular refresher training at least every three years
 - Ongoing education about child protection issues and best practices

3. Code of Conduct:

- Read and adhere to our Codes of Conduct
 - [zz Code of Conduct - Paid Staff and Ministerial](#)
 - [zz Code of Conduct - Volunteer Worker](#)
- Include guidelines on appropriate behaviour, physical contact, and communication with children.

4. Reporting Procedures:

- Establish clear procedures for reporting suspicions or allegations of abuse.
- Ensure all staff and volunteers understand their reporting obligations, including mandatory reporting requirements where applicable.

5. Supervision and Support:

- Provide ongoing supervision and support for staff and volunteers working with children.
- Conduct regular performance reviews that include child safety elements.

6. Personal Boundaries:

- Educate staff and volunteers on maintaining appropriate personal and professional boundaries with children and youth.
- Prohibit any form of favouritism or special treatment of individual children.

7. Social Media and Technology:

- Follow our Social Media Policy and its guidelines for online interactions with children and youth. [zz Social Media Policy](#)
- Prohibit private messaging or social media connections between staff/volunteers and children.

By adhering to these comprehensive protection guidelines, Generocity Church demonstrates its commitment to creating a safe and nurturing environment for all children and young people involved in our programs and activities. These guidelines reflect our understanding that child protection is everyone's responsibility, and we are dedicated to fostering a culture where children are valued, respected, and protected.

Safer Churches - Child Protection Policy | Last Reviewed: May, 2025 | Approved By: GC Board

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