

Safer Churches – Training and Education

At Generocity Church, we recognize that effective child protection relies on well-informed and skilled staff and volunteers. Our training and education program is designed to ensure that all individuals working with children and young people are equipped with the knowledge and skills necessary to create a safe environment and respond appropriately to child protection concerns. Links for external websites are provided below.

Training Requirements for Staff and Volunteers on Child Protection

1. Mandatory Training:

- As part of the induction process for new staff and volunteers
- At a minimum of every three years for all existing staff and volunteers
- First timers are to complete the Volunteer Essentials and then each time thereafter, Refresher Course will be required. Credentialed pastors are required to do the Induction Course 2nd Ed. There is a small fee for each course but all staff and volunteers are required to complete this as part of their obligations.
- All staff and volunteers must complete comprehensive child protection training following the link provided here: [ACC Safer Churches Training](#) and follow the headings for completion.
- All staff and volunteers must complete and provide a current Working with Children's Check for verification as part of their obligations. This can be applied for and renewed here: [Apply-for-a-working-with-children-check](#)

2. Training Content:

- Understanding the concepts of child protection
- Knowledge of indicators of child abuse and neglect
- Reporting procedures for child protection concerns
- The church's child protection policies and procedures
- Creating a child-safe environment
- Appropriate boundaries and behavior when working with children
- Cultural safety and working with diverse communities
- Responding to disclosures of abuse
- Record keeping and information sharing responsibilities
- The child protection training program shall cover:

3. Specialized Training:

- Safe Ministry Officers/Team members
- Senior Pastor and church leadership
- Those working with vulnerable populations (e.g., children with disabilities)
- Additional training shall be provided for those in leadership or specialised roles, such as:

4. Training Delivery:

- Training shall be delivered by individuals with appropriate qualifications and experience in child protection.
- A combination of face-to-face and online training modules may be used to ensure accessibility and comprehensive coverage of topics.

Education Programs to Raise Awareness of Child Protection Issues

1. Awareness Campaigns:

- Conduct regular awareness campaigns within the church community to highlight the importance of child protection.
- Use various mediums such as newsletters, posters, and announcements during services to reinforce child protection messages.

2. Parent and Community Education:

- Recognizing signs of abuse
- How to respond to disclosures
- Online safety for children
- Positive parenting strategies
- Offer educational sessions for parents and caregivers on child protection topics, including:

3. Child-Focused Education:

- Personal safety
- Healthy relationships
- How to seek help if they feel unsafe
- Implement age-appropriate programs for children and young people to learn about:

4. Cultural Safety Education:

- Provide education on cultural safety, particularly for Aboriginal and Torres Strait Islander children and those from culturally diverse backgrounds.
- Ensure all education programs are inclusive and culturally appropriate.

Regular Updates and Refresher Courses

1. Annual Refresher Training:

- Conduct annual refresher sessions for all staff and volunteers to reinforce key child protection concepts and update on any policy changes.

2. Ongoing Professional Development:

- Encourage staff and volunteers to attend external workshops, conferences, or seminars related to child protection to enhance their knowledge and skills.

3. Policy and Procedure Updates:

- Whenever there are significant changes to child protection legislation or church policies, provide immediate updates and training to all relevant staff and volunteers.

4. Incident-Based Learning:

- Use de-identified case studies or lessons learned from incidents (while maintaining confidentiality) to educate staff and volunteers on practical application of child protection principles.

5. E-learning Modules:

- Develop and maintain a series of online learning modules that staff and volunteers can access for self-paced refresher training between formal training sessions.

Training Documentation and Compliance

1. Training Records:

- Date of training
 - Content covered
 - Attendance records
 - Trainer details
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- Maintain detailed records of all child protection training completed by staff and volunteers, including:

2. Compliance Monitoring:

- Regularly audit training records to ensure all staff and volunteers are up-to-date with required training.
- Implement a system to notify individuals and their supervisors when refresher training is due.

3. Training Evaluation:

- Conduct regular evaluations of the training program to ensure its effectiveness and relevance.
- Seek feedback from participants to continually improve the training content and delivery.

By implementing this comprehensive training and education program, Generocity Church demonstrates its commitment to creating a culture of child safety. We recognize that ongoing education is crucial in maintaining a safe environment for all children and young people involved in our programs and activities.

Safer Churches - Child Protection Policy | Last Reviewed: May, 2025 |

Approved By: GC Board

Revision #6

Created 18 August 2025 16:44:52 by Info

Updated 25 March 2026 14:29:08 by Tash Eagle