



# CCH Child Protection Policy

Version 1.2

**Contents Page**

2	Definitions
4	Purpose
4	Coverage
4	Responsibility
5	Commitment to protecting children
6	Requirements of CCH People
7	Support provided to CCH people

## **DEFINITIONS USED IN THIS POLICY**

### **CCH**

Community Church Hornsby Incorporated

### **CCH Board Of Elders**

### **CCH People**

CCH people includes:

- employees of CCH,
- volunteers and other members of the church who may or will have a Direct Role
- contractors (external agents) engaged by CCH who may or will have a Direct Role.

### **Child/Children or Young Person/People**

A person under the age of eighteen years.

### **Child Protection Policy**

The Child Protection Policy is this document that defines the principles that are implemented to ensure that Children who access a program, service or facility are protected from harm by Pastors, staff, volunteers and other members of CCH.

### **Direct Role**

A role that includes, or is likely to include, providing services that are directed towards a child or Young person (whether in whole or in part), or conducting activities that may involve a Child or Young person (whether in whole or in part), and includes the supervision of persons in Direct Roles (for example, an elder of a church is in a Direct Role, irrespective of whether they actually work with Children, because of their overarching supervisory duties).

### **Harm**

Harm, to a Child or Young Person, is any detrimental effect of a significant nature on the Child or Young Person's physical, psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by physical, psychological or emotional abuse or neglect; or sexual abuse or exploitation; a single act, omission or circumstance; or a series or combination of acts, omissions or circumstances.

### **Risk**

A Child or Young person is at risk of harm if harm has not yet occurred but is likely to occur in the future, given risk factors identified in the present. A Child or Young person may be assessed as in need of protection if the level of future risk is identified as likely (probable), not just possible (may occur); the probable harm will have a significant detrimental effect on the Child or Young Person if it does occur; and there is not a parent able and willing to protect the Child or Young Person from future significant harm.

**Sexual abuse**

Sexual abuse occurs when a person with a position of power involves a Child or Young Person in any sexual activity. Perpetrators of sexual abuse take advantage of their power, authority or position over the Child or Young person for their own benefit. It can include making sexual comments to a Child or Young Person, engaging Children to participate in sexual conversations over the internet or on social media, kissing, touching a Child or Young Person's genitals or breasts, oral sex or intercourse with a Child or Young Person. Encouraging a Child or Young Person to view pornographic magazines, websites and videos is also sexual abuse. Engaging Children to participate in sexual conversations over the internet is also considered sexual abuse.

## **PURPOSE OF OUR CHILD PROTECTION POLICY**

This policy outlines CCH principles and culture on Child Protection and details the overarching responsibilities of CCH people.

- To provide for and promote the care, protection and wellbeing of Children in a way that recognises their right to grow in a safe and stable environment and the right to be protected from harm,
- To provide for and promote the provision of services that foster the health, developmental needs, spirituality, self-respect and dignity of Children including by ensuring that persons responsible for Children within CCH are appropriately performing their responsibilities;
- To promote caring attitudes and responses towards Children, so that the need for appropriate nurture, care and protection is understood, risks to a Child's wellbeing are quickly identified, and any necessary support, protection or care is promptly provided;
- To recognise the family as the primary means of providing for the nurture, care and protection of Children and to give priority to supporting and assisting the family to carry out its responsibilities to Children;
- To promote and recognise the need to strengthen, preserve and promote positive relationships between the Child and the Child's parent, family members, leaders, mentors, spiritual advisors and significant others;
- To provide for and promote a Child Safe culture that is understood, endorsed and put into action by all the individuals who work for, or volunteer at or during a CCH program, service or managed facility.

## **WHO DOES THE THE CCH CHILD PROTECTION POLICY APPLY TO?**

The CCH Child Protection Policy applies to all CCH People.

## **WHO IS RESPONSIBLE FOR IMPLEMENTING THE CCH CHILD PROTECTION POLICY?**

The CCH Board of Elders is responsible for the development and endorsement of the CCH Child Protection Policy.

## **WHAT IS OUR COMMITMENT TO PROTECTING CHILDREN?**

- We are committed to the safety and wellbeing of all Children who access any of our activities, programs, services or facilities.
- We are committed to providing Children with positive and nurturing experiences. We will support families and communities to promote Children 's healthy development and wellbeing.
- We will take action to ensure that Children are protected from harm by identifying and addressing risk factors as soon as practicable during the time that they are involved with any of our activities, programmes, services or facilities.
- We will ensure that Children have access to adequate support to promote safety and intervene early.
- We will listen to Children and appropriately address any concerns that they raise with us in the least intrusive way possible that is consistent with the paramount concern to protect the Child or Young Person from harm and promote the Child or Young Person's development.

### **Our commitment to parents and carers**

- We are committed to supporting parents and carers to protect their Children.
- We will offer assistance where appropriate that builds on a family's strengths, is sensitive to their cultural and religious beliefs and empowers them to meet the changing needs of their Children.
- We are committed to communicating honestly and openly with parents and carers about the wellbeing and safety of their Children if it is consistent with the paramount concern to protect the Child or Young Person from harm and promote the Child or Young Person's development.
- We aim to be transparent in our decision-making with parents and carers as long as doing so does not compromise the safety of Children.
- We will seek to involve parents whenever possible and practicable in the decision-making process that impacts on them and the Children in the event incident.
- We will provide opportunities for formal debriefing and/or counselling families of Children who have experienced abuse and any other family in the community who may indirectly be affected by an incident that has occurred during a CCH programme/activity/event.

### **Our commitment to CCH People**

- We are committed to providing CCH People with the necessary support /training to enable them to fulfil their roles.
- We will put in place a management structure that supports and develops CCH People in their roles.
- We are committed to providing CCH People with regular supervision and development.

- We will work to ensure that CCH People have access to a senior person to assist in making decisions in relation to any action required to protect Children from harm.

### **Our commitment to ensuring a Child Safe organisation**

- We are committed to using best practice standards in the recruitment, screening and employment of CCH People.
- We will work to create an environment in which Children are safe and feel safe.
- We will work to ensure that CCH People do not harm Children who are involved with our programs, services or facilities.

### **WHAT ARE THE REQUIREMENTS OF CCH PEOPLE IN RELATION TO PROTECTING CHILDREN?**

We expect CCH people:

- To understand Children 's rights.
- To understand and acknowledge the significance of family relationships for Children.
- To put the rights of a Child or Young Person to the protection from harm, ahead of any cultural and religious practices of families who come to CCH services, programs or activities.
- To understand and respond to the special needs of Children with developmental delays or disabilities.
- To be respectful of Children.
- To act on any concerns raised by Children, Young people and/or their parents/carers.
- To understand the definitions, indicators and impact of harm on Children.
- To know and follow regulations in relation to the care of Children.
- To know and follow the law in relation to reporting harm.
- To Co-operate with police and/or other formal investigations.
- To always follow any Child Protection Practice Guidelines implemented by CCH that has engaged or employed them.
- Not to contravene any policies, regulations or laws in relation to the safety and protection of Children.
- Will support Children, Young people and their families as directed by senior CCH People in the event that a Child or Young person is harmed by any of our People.

### **WHAT SUPPORT WILL WE PROVIDE CCH PEOPLE?**

- We will ensure that CCH People receive training about this Policy.
- We will make opportunities available to the CCH People to allow them to feel clear about what is expected of them in relation to Children welfare and safety.
- We will ensure that CCH People are aware of the formal recruitment, screening and employment practices of CCH in relation to individuals with specific roles in working or volunteering with Children and families.
- We will provide CCH People with guidance in relation to their role with Children, Young people and families.
- We will provide opportunities for CCH People to receive debriefing in the event that it is required.