

Guidelines for 10 Child Safe Standards

Adopted by:	One Community Church Glendenning	Date:13/04/2026
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One Community Church Glendenning

Child Safe Standards Implementation Plan

Purpose

At One Community Church Glendenning, we are committed to creating a safe, supportive, and empowering environment for all children and young people. This document outlines how we implement and uphold the 10 Child Safe Standards through policy, culture, and practical ministry application—particularly within our Kids Ministry and Youth Ministry.

Standard 1: Child Safety is Embedded in Leadership, Governance, and Culture

Our Commitment:

Child safety is a core value of our church leadership and is reflected in all decision-making.

Practical Applications:

- Child safety is a standing agenda item in leadership meetings.
- A designated **Child Safety Officer** is appointed.
- All ministry leaders model appropriate, respectful behaviour.

Kids & Youth Examples:

- Leaders actively supervise all environments (no unsupervised spaces).
- Clear expectations for behaviour are communicated to all volunteers.

Standard 2: Children Participate in Decisions Affecting Them

Our Commitment:

We listen to and value the voices of children and young people.

Practical Applications:

- Regular feedback opportunities (verbal, surveys, small group discussions).
- Children are encouraged to express concerns safely.

Kids & Youth Examples:

- “Circle time” check-ins in Kids Ministry.
- Youth forums or feedback nights for program input.

Standard 3: Families and Communities are Informed and Involved

Our Commitment:

We partner with parents and guardians to ensure child safety.

Practical Applications:

- Clear communication about programs, policies, and expectations.
- Open-door policy for parents to observe ministries.

Kids & Youth Examples:

- Parent sign-in/sign-out systems.
- Regular updates via email, social media, or church announcements.

Standard 4: Equity is Upheld and Diverse Needs Respected

Our Commitment:

All children are treated fairly, regardless of background or ability.

Practical Applications:

- Inclusive programs that consider cultural, developmental, and physical needs.
- Sensitivity training for leaders.

Kids & Youth Examples:

- Adjusted activities for children with additional needs.
- Respect for cultural backgrounds in teaching and interaction.

Standard 5: People Working with Children are Suitable and Supported

Our Commitment:

We ensure all volunteers and staff are safe, qualified, and supported.

Practical Applications:

- Mandatory **Working With Children Check (WWCC)**.
- Reference checks and interviews.
- Ongoing training and mentoring.

Kids & Youth Examples:

- New leaders shadow experienced leaders before leading.
- Annual refresher training on child safety and conduct.

Standard 6: Processes to Respond to Complaints and Concerns

Our Commitment:

All concerns are taken seriously and handled appropriately.

Practical Applications:

- Clear reporting procedures accessible to all.
- Immediate escalation of serious concerns to authorities where required.

Kids & Youth Examples:

- Leaders trained to recognise and report signs of harm.
- Children informed of who they can talk to if they feel unsafe.

Standard 7: Staff and Volunteers are Equipped with Knowledge and Skills

Our Commitment:

We train all leaders to maintain safe environments.

Practical Applications:

- Regular child safety training sessions.
- Clear code of conduct.

Kids & Youth Examples:

- Training on appropriate physical contact (e.g., side hugs only).
- Guidance on managing behaviour safely and respectfully.

Standard 8: Physical and Online Environments Minimise Risk

Our Commitment:

We create safe physical and digital spaces.

Practical Applications:

- Risk assessments for all activities.
- Safe use of technology and social media.

Kids & Youth Examples:

- Two-leader rule (no adult alone with a child).
- Communication with youth occurs in group chats or with parent visibility.
- Rooms remain visible (open doors/windows where possible).

Standard 9: Implementation is Regularly Reviewed and Improved

Our Commitment:

We continuously improve our child safety practices.

Practical Applications:

- Annual review of policies and procedures.

- Incident reviews and learning outcomes.

Kids & Youth Examples:

- Feedback from leaders, parents, and children informs improvements.
- Adjustments made after events or incidents.

Standard 10: Policies and Procedures are Documented and Understood

Our Commitment:

All child safety processes are clearly documented and accessible.

Practical Applications:

- Child Safe Policy available to all staff, volunteers, and families.
- Clear onboarding process for new leaders.

Kids & Youth Examples:

- Leaders sign a Code of Conduct annually.
- Simple, child-friendly explanations of safety rules are shared in programs.

Additional Practical Safeguards

Supervision Ratios

- Kids Ministry: Minimum 1 leader per 5–8 children (age dependent)
- Youth Ministry: Minimum 2 leaders present at all times

Check-In / Check-Out System

- Secure sign-in and sign-out process for children under 12
- Only authorised guardians may collect children

Code of Conduct Highlights

- No inappropriate physical contact
- No private communication with minors
- No favouritism or gift-giving to individuals

Incident Reporting

- All incidents documented within 24 hours
- Serious concerns escalated immediately

Conclusion

One Community Church Glendenning is committed to fostering a culture where children and young people are safe, valued, and empowered. Through strong leadership, clear processes, and practical application in our Kids and Youth Ministries, we actively uphold the Child Safe Standards in all areas of church life.