

Cityside Baptist Church

Child and Youth Protection Policy

Reviewed December 2016

Purpose

To keep our children and youth safe from inappropriate actions by others, including other children/youth and adults.

Guidelines

1. Leaders and other adults will expect and encourage positive interactions between all children and youth and everyone interacting with them, therefore the following are unacceptable from a child, youth or adult:
 - put-downs, name calling, mean teasing, shunning and bullying, either in person or on-line
 - physical assault, such as hitting, punching, kicking, biting or physical restraint
 - sexual assault such as inappropriate touching or kissing, suggestively sexual comments, obscene exposure or display of pornographic material
 - actions that cause fear of violence or isolation and feelings of shame, indignity and powerlessness
 - spiritual abuse, such as misleadingly claiming the authority of God or the church to exert abusive power over another
2. When a child or youth's behaviour is persistently inappropriate or unsafe, despite behavioural management intervention and support, his/her parents will be asked to remain with them as an active support or to remove them from the group or event until such a time as they can behave appropriately and safely.
3. People working with Cityside children or youth must act according to the guidelines outlined in the *Leader Appointment, Supervision and Protection Policy* and the *Children and Youth Leaders' Guidelines*.
4. Children and youth will be supervised effectively at Cityside gatherings and events, as outlined in the *Supervision of Children and Youth Policy*. All Cityside adults are asked to avoid being alone with an unrelated child or youth.
5. Group leaders and helpers will be supported to use positive behavioural management strategies to promote appropriate behaviour, as outlined in the *Behaviour Management Guidelines*.
6. All people aged 17 years and older who are pastoral staff or on the Children and Youth rosters need to be willing to have a police background check to determine their suitability to work with children and youth. Procedures detailing this are outlined in the *Leader Appointment, Supervision and Protection Policy*.
7. Children and youth are encouraged to talk with their parents or an adult leader if they are ever concerned about their own personal safety and well-being. These concerns are then to be shared if

needed with others such as a member of pastoral staff or a Children and Youth curator, who can act to resolve them with the people involved (including parents) if they are of a transient, minor nature.

8. If the concerns are not resolved in this way or are of a more serious nature, proceed as outlined in the *Cityside Concerns and Complaints Policy* and the *Children and Youth Policy for Reporting Suspected Abuse or Concerns about Well-Being*.

Note for 2017 review – at the time of writing, the Cityside Concerns and Complaints Policy still in process of being developed and implemented, and the title may end up being different from the one referred to here.