



Safe Space Commitment

Background & Governance

This policy outlines the underlying principles that direct our approach to safeguarding vulnerable people involved with Teen Ranch. It applies to all staff, leaders, coordinators, trainees, volunteers and anyone working on behalf Teen Ranch. The Teen Ranch Board take responsibility for ensuring these principles are reviewed regularly and embedded in the organisation culture at all levels.

1. Commitment to Safeguard Vulnerable People

We are committed to the Biblical call to care for the vulnerable by actively preventing harm and abuse, and by seeking to provide safe programs. We are also responsible and accountable fulfilling our obligations under State and Federal law to protect children and vulnerable people.

We are committed to ensuring that vulnerable people (including children, families, the disabled and elderly) are informed and involved in decisions that considerably affect them. We recognise the diverse needs of vulnerable people should be taken into account and that their concerns be taken seriously. We are committed to embedding this care into all levels of our leadership and culture.

2. Commitment to Screening and Training of Employees

We are committed to ensuring all Staff are screened, appropriately supported and trained through the process outlined below.

1. Staff at Teen Ranch are employed on a Full Time, Part Time and Casual Basis.

Teen Ranch also has a volunteer staff that assists with operation from time to time.

All Staff will have their potential roles and responsibilities clearly outlined for them as they start their role and undergo a thorough Teen Ranch induction process.

2. All employees must provide referees who can confirm that they are suitable to work with vulnerable people and that there is no reason the staff member should not be appointed in such a role.
3. Senior Staff will complete an Ansvär approved Safe Ministry Training Course (e.g. www.SafeMinistryTraining.com.au) which outlines appropriate behaviour including how to minimise the chances of harm and abuse, as well as training in how to identify and report cases of abuse. This will be then further communicated/taught to all Teen Ranch staff members. Further, all staff will participate in annual training courses regarding maintaining a child safe space. Teen Ranch will also engage The Children's Guardian Resource's to uphold current standards.
4. All Staff will have committed to the Teen Ranch Child and Young Person Protection Policy and the Teen Ranch Code of Conduct and behave as followers of Jesus and be willing to be held accountable for their behaviour.
5. All Staff must have their NSW Working With Children Check and be verified.

No-one with a criminal record of child abuse, molestation or similar offences is allowed to be involved in children's or youth ministry at Teen Ranch

3. Commitment to Providing Safe and Accessible Programs

We are committed to ensuring that our programs and events are safe and appropriate for those attending. Careful consideration must be given to the activities chosen, the venue, safe ratios of supervision, appropriate toileting practices, transportation, work health and safety, parental or guardian permission and confidentiality of records kept.

To help maintain appropriate standards, we will give all relevant leaders access to ongoing training and adequate supervision in their roles and responsibilities.

4. Commitment to Appropriately Respond to Concerns and Complaints

We are committed to creating a culture where people feel safe to speak out about inappropriate behaviour without fear of being rejected or ridiculed. We are committed to listening and responding appropriately to concerns and complaints about behaviour and safety at Teen Ranch. Throughout this process we are committed to protecting the confidentiality, dignity, health and well-being of all individuals involved. Any child-related issues will be managed with a focus on the interest of the child and will be reported to the relevant State Child Protection body.

All reports will be managed by Teen Ranch's Safe Space Supervisors.

Safe Space Supervisors

Julie Offord

Helen Thompson

The Safe Space Supervisors will follow a **Safe Ministry Issue Management Process**.¹ This includes reporting any criminal activity to Police, and the possibility of reporting allegations of abuse to the Office of the Children's Guardian and the insurer of Teen Ranch. In certain incidents (as outlined in the Issue Management Process) the Safe Ministry Supervisors will appoint an Independent Ministry Investigator to investigate allegations of inappropriate behaviour.

Date Instituted by Teen Ranch Directors: 25/07/2023

Date of Next Review by Teen Ranch Director : July 2024

¹ As per Point 10 of the National Statement of Principles for Child Safe Organisations