Churches of Christ in Victoria and Tasmania

Child Safety Policy

of Churches of Christ in Victoria and Tasmania Inc

and all affiliated Churches and Agencies

Version 2

Approved 23.02.2026

Evaluation, Review and Update

CCVT is keen to receive feedback on this policy. Any future revision will take into account feedback from Affiliates, and any developments in legislation, regulation and best practice.

The *Child Safety Policy of CCVT* will otherwise be reviewed regularly.

This document is clearly marked with the date of adoption by the Churches of Christ in Victoria and Tasmania Inc Board. The Board will provide opportunity for Affiliates to contribute to the review of this policy.

Introduction

Churches of Christ in Victoria and Tasmania Inc. (CCVT) is committed to being a safe place for all people who engage with us including children, young people and vulnerable adults. We believe that CCVT will be doing better at building Communities of Hope and Compassion and developing Leaders to lead them, when each place of ministry and mission affiliated with CCVT is a Safe Place for everyone to grow in their discipleship of Jesus and in their relationships with one another.

CCVT is committed to safeguarding people from harm, abuse, neglect and exploitation and to creating environments that are physically, emotionally, culturally and spiritually safe. This includes cultural safety for Aboriginal children, disability inclusion, and respect for diversity.

The purpose of this policy is to set out CCVT's policy in relation to child safety, including the expectations that CCVT has of its churches and agencies (Affiliates) and associated programs and ministries of CCVT and its Affiliates.

Scope

Who this policy applies to:
This policy applies to every individual, congregation and organisation within the CCVT movement, including:

- CCVT Inc.
- Churches of Christ Community Care
- The Properties Corporation of the Churches of Christ
- All CCVT churches and agencies (Affiliates) in Victoria and Tasmania

This policy applies to all leaders, including people appointed to paid or unpaid ministry roles, elders, deacons, board or council members, staff members paid or unpaid, volunteers or anyone appointed to positions of authority over ministries or activities conducted in the name of CCVT or its Affiliates paid or unpaid.

What this policy applies to:
This policy applies to all activities, programs, services and operations conducted by CCVT and its Affiliates, including:

- On-site activities (churches, offices, venues)
- Off-site activities (camps, excursions, outreach, partner locations)
- Activities in homes (house churches, pastoral visits, small groups)
- Transport and travel related to ministry activities

- Activities delivered by third parties engaged by an Affiliate
- All digital and online environments, including:
    - Livestreamed services and events
    - Video conferencing and online groups
    - Social media and messaging platforms
    - Email and electronic communication
    - Online pastoral care or counselling

This scope applies to all environments where CCVT or its Affiliates exercise responsibility, authority or influence.

Policy

Definitions

"Child" and **"children"** means people under the age of 18.

Children's ministry means any activity or program that focusses on the participation of persons under 18 years of age.

Leaders are all those in some level of leadership in an Affiliate. This includes not only the Ministers, Pastors, Elders, Deacons and Ministry Leaders but also those appointed to some level of leadership role in the church and includes leaders under the age of 18. This includes those in paid or unpaid roles.

Workers are all those who are involved in children's ministry other than in a leadership role,

including both staff and volunteers and includes leaders under the age of 18. This includes those in paid or unpaid roles.

General Principles

CCVT takes a proactive, risk management approach to child safety and expects CCVT Affiliates to do the same.

As stated in Affinity:2 and any subsequent later iteration of Affinity:2, Affiliates are required to meet and comply with the minimum requirements relevant to them as set down by law, as a pre-requisite for being affiliated with the Churches of Christ in Victoria and Tasmania.

CCVT encourages Affiliates to seek assistance from CCVT's Safe Places and Professional Standards Consultant where needed. Affiliates are required to report child safety issues in accordance with the CCVT Safety Reporting Procedure.

CCVT may provide assistance at the invitation of an Affiliate, or at CCVT's own instigation where serious risk or non-compliance is identified.

Responsibility for Safety

Everyone associated with CCVT and its Affiliates has some responsibility for safety as set out below.

Who	Role in Promoting Safe Places
Individuals (participants)	Take responsibility for their own and other's safety, raise concerns, and act in accordance with policies and procedures.
Workers	Be aware of and act in accordance with policies and procedures. Encourage program participants to take responsibility for their own and others' safety and advise how to report any issues of concern.
Leaders	Implement policies and procedures, ensuring safeguarding is embedded in ministry practice. Carry out responsibilities in accordance with employment contract/position description.
Governing body	Take responsibility for what happens in our church or agency. Identify, assess and control risks, and review the effectiveness of control measures. Ensure appropriate insurance arrangements are in place. Adopt appropriate policies and review them regularly. Ensure the relevant policies are widely communicated and actioned in the church or agency. Ensure the church or agency is compliant with regulatory obligations Seek help from CCVT where needed. Accept help from CCVT where CCVT believes necessary including where minimum requirements are not being met.
CCVT	Provide resources, policies and templates; provide expert assistance; define minimum safeguarding standards. Provide Affiliates with assistance when difficult issues arise, for example an allegation of abuse, either at the invitation of the Affiliate, or at the instigation of CCVT. Hold Affiliates accountable for meeting those minimum requirements. Promote cultural change and best practice.
CCVT Inc. Board	Ensure safeguarding risks are proactively managed across the movement. Challenge the Movement in relation to opportunities and risks. Implement a system to minimise risk and encourage compliance with regulatory obligations. Promote and monitor compliance with risk and compliance regulatory obligations across CCVT. Take responsibility for how CCVT as a whole deals with allegations of abuse and other major risks. Provide governance oversight of the movement.
Churches of Christ Insurance	Provide insurance coverage and promote compliance with safeguarding standards. Promote utilisation of insurance and related services.

Resources

CCVT provides policies, procedures, templates and training resources including:

- Safe Church Policy templates
- Safety Reporting Procedures
- Persons of Concern framework
- Training pathways and compliance guidance

All people involved in children's ministry must undergo training in child safety, including how to identify, assess, and minimise risks of child abuse, how to detect potential signs of child abuse and how to report any concerns appropriately, as set out below.

For each Affiliate, the Chair of the governing body, the Senior Minister/Leader, Safety Contact Person, and the person responsible for children's ministry must complete CCVT-approved Safe Church training prior to commencing their role and attend refresher training every three years.

Those leaders are responsible for ensuring that *all leaders and workers (paid and unpaid)* have also been provided with the following before commencing in their role, and every 3 years thereafter:

Training in child safety including how to identify, assess, and minimise risks of child abuse, how to detect potential signs of child abuse and how to report any concerns appropriately either through CCVT or an accredited program. implementation training – covering the Affiliates Child Safety Policy, the Child Safety Reporting Procedure, and a discussion of how the Affiliate applies the relevant Child Safe Standards. CCVT's Safe Places Coordinator provides expert assistance and is provided with training to be able to identify when external legal or other advice is needed.

Minimum Requirements

Churches are required to meet legal requirements as the bare minimum and are encouraged to pursue best practice, recognising the importance of safety to our ministry.

CCVT may stipulate additional minimum requirements from time to time.

Each Affiliate is expected to have a person clearly designated as the Safety Contact Person.

Accountability for Safety

The governing body of each Affiliate is expected to make an annual declaration to CCVT each year confirming that the Affiliate complies with legal requirements or if not, specifying any areas for improvement and what action will be taken, by when, to ensure compliance at a minimum and ideally best practice.

CCVT may conduct random conversational audits and compliance reviews. Failure to demonstrate commitment to safeguarding may have insurance, affiliation or governance consequences.

Authorisation

Affiliate name:	Churches of Christ in Victoria and Tasmania
Approved by governing body on:	23 February 2026
Scheduled review date:	No later than February 2028

Safety Contact Person

Name:	Safe Places and Professional Standards Consultant
Phone number:	03 9488 8800
Email:	safeplaces@churchesofchrist.org.au
Other contact details:	Churches of Christ Vic Tas Level 5, 111 Cecil Street South Melbourne, Vic, 3205

CCVT Safe Places Coordinator

Contact the Coordinator through the CCVT Office on 03 9488 8800.

Related Policies

See the most recently released Safe Places documents on the CCVT website and keep an eye out for others as they are released.