

The purpose of this policy is to outline the procedures that Bearsden Baptist Church is committed to following in the area of child protection. It is our belief that we have a God given duty of care for the children and young people that we come into contact with and as such our aim is to provide them with the highest standards of care and protection that we can. In order to achieve this, all volunteers are carefully selected and screened in line with current PVG regulations, are given appropriate child protection training which is refreshed at least every 2 years and we will seek to keep all of our policies and training in line with the latest standards.

Overview:

Bearsden Baptist Church, under the guidance of the church leadership and in particular the Senior Pastor, Youth Pastor and the Children's and Families Worker will:

1. Ensure that all volunteers and staff working with children and young people are disclosed through the Protection of Vulnerable Groups (PVG) scheme.
2. Seek to develop best practice in the areas of child protection, as we see this as our God given responsibility.
3. Provide appropriate training for new volunteers and staff.
4. Ensure that all staff and volunteers work within the church's Child Protection Policy guidelines and Youth and Children's Work Code of Conduct.
5. Ensure that the designated Child Protection Officer(s) understand their responsibilities, are given appropriate training as and when required and are fully supported to fulfil their role and responsibilities.
6. Seek to provide a safe and welcoming environment where all children and young people feel safe, supported and encouraged and are able to speak openly and honestly with volunteers and staff.
7. Ensure that all volunteers and staff are aware of what to do in the event of a disclosure from a child or young person and what procedures to follow.
8. Seek to keep up to date with the latest developments at a national level in the areas of child protection and training.
9. Review and, when necessary, update policy documents and provide updated training on any changes to all staff and volunteers.

Expectations of Staff and Volunteers:

1. To work within the church's ethos, beliefs, code of conduct and policies in the areas of children's and youth work at all times.
2. To provide a safe and secure environment for the children and young people who come to our groups and/or events.
3. To provide a positive Christian witness and example for the children and young people to follow.
4. To undergo refresher child protection training at least once every 2 years.
5. To seek to support the team leaders and your fellow team members, working to have a positive atmosphere and relationships within the teams.
6. To report any disclosures to the team leader, in line with the Disclosure Procedures Policy.