Providence

Safe Ministry Policy: 4.5

1 Endorsement Table

Version	Description of Change	Date Approved	Approved By
Version 2.5	Approved Policy	15.08.2018	Committee of Management
Version 2.5	Revised	15.08.2020	Committee of Management
Version 2.5	Updated Branding	02.03.2022	N/A
Version 2.6	Revised	11.06.2025	Committee of Management
Version 2.7	Revised	23.02.2026	Committee of Management

2 Purpose

2.1 This policy expresses Providence Church Network (PCN)'s commitment to its Biblical and pastoral responsibilities, and its legal obligations, to ensure the physical, spiritual and emotional safety of everyone involved in its ministries.

2.2 It details PCN's commitment to and responsibilities for maintaining Safe Ministry within the network and its churches.

3 Scope

3.1 This policy applies to all staff, volunteers, and attendees of churches in the PCN.

3.2 This policy applies in all PCN environments, both physical and online, including events, activities, venues, and all social media or chat group channels.

4 Definitions

4.1 Vulnerable Person means:

4.1.1 A child (i.e. a person under 18 years of age).

4.1.2 An individual aged 18 years and above who is, or may be unable to, take care of themselves, or who is unable to protect themselves against harm or exploitation by reason of age, illness, trauma, disability, or any other reason.

5 Policy Statements

5.1 Commitment to Safety and Risk Management

5.1.1 PCN acknowledges that everyone has the right to feel and be safe at all PCN events, activities and services.

5.1.2 PCN has no tolerance for any form of abuse, especially abuse of children and vulnerable people.

5.1.3 PCN is committed to the Biblical call to care for children and vulnerable people by providing safe ministries and by actively preventing harm and abuse.

5.1.4 PCN will comply with all relevant secular legislation and child safe standards according to the jurisdiction in which PCN is operating.

5.1.5 PCN affirms that all adults in the community have a shared responsibility for contributing to the safety and protection of children.

5.1.6 PCN is committed to proactively managing risk by employing strategies to identify, assess and eliminate or minimise risks.

5.2 Commitment to Reporting and Incident Response

5.2.1 PCN is committed to creating an accountable environment that encourages reporting of concerns or incidents.

5.2.2 PCN will ensure all reports are taken seriously, investigated promptly, and managed appropriately to support the well-being of those involved.

5.2.3 PCN will treat all reports as confidential and shared with the minimal number of individuals possible for responding to the report.

5.2.4 PCN will report all criminal activity to the appropriate authorities.

5.3 Commitment to Screening, Support, and Policy Implementation

5.3.1 PCN is committed to creating a culture of ensuring that children and vulnerable adults, and/or their carers, are actively consulted and well-informed about decisions that impact them.

5.3.2 PCN is committed to ensuring all staff and volunteers working or ministering within PCN are appropriately screened, supported and trained.

5.3.3 Staff and volunteers with a criminal record, or subject to a criminal investigation, will be reviewed by the Committee of Management before approval to commence or continue in service.

5.3.4 Staff and volunteers with a criminal record of child and/or sexual abuse, or subject to a criminal investigation of that nature, will not be permitted to commence or continue in service.

5.3.5 PCN will establish and maintain Safe Ministry procedures that enact the requirements of this policy.

5.3.6 PCN will appoint Safe Ministry champions and contacts to promote awareness of this policy and associated procedures.

6 Responsibilities

6.1 Committee of Management (CoM)

6.1.1 Are responsible for promoting and implementing a culture of safety, accountability and transparency throughout the Providence Church Network.

6.1.2 Are responsible for approving and monitoring the risk management strategy and ensuring compliance with all relevant laws and regulations.

6.1.3 Oversees internal controls and reporting systems, evaluating PCN against established policies.

6.1.4 Ensures appropriate individuals address sensitive or significant incident reports.

6.1.5 Must report any abuse committed or alleged to have been committed by staff, volunteers, or congregants, in line with PCN's Safe Ministry procedures.

6.1.6 Must diligently identify risks, facilitate accountability, and respond to safety concerns by taking appropriate action or referring them to the appropriate person or authority.

6.1.7 Are required to be familiar with and abide by all PCN policies, procedures, and safe ministry documentation.

6.2 Providence Church Network Elders

6.2.1 Are responsible for promoting and modelling a culture of safety, accountability, and pastoral care within congregations they oversee.

6.2.2 Provide spiritual oversight of the congregation and must be proactive in encouraging safe ministry practices consistent with PCN policy.

6.2.3 Must take all reasonable and practicable steps to identify and respond to safety risks within their congregations, referring significant matters to the CoM and/or appropriate authorities.

6.2.4 Must report any abuse committed or alleged to have been committed by staff, volunteers, or congregants, in line with PCN's Safe Ministry procedures.

6.2.5 Are responsible for ensuring that concerns raised by members of the congregation are appropriately addressed or escalated.

6.2.6 Are required to be familiar with and uphold all PCN policies, procedures, and Safe Ministry documentation, including by supporting their implementation within the local church context.

6.2.7 Must work collaboratively with the Senior Pastor and the CoM to foster a transparent, accountable, and legally compliant ministry culture.

6.3 Providence Church Network Staff & Ministry Trainees

6.3.1 Are responsible for promoting and implementing a culture of safety, accountability and transparency across all PCN ministries.

6.3.2 Are responsible for the safety and protection of children and vulnerable adults in the church in which they serve.

6.3.3 Must take all reasonable and practicable steps to prevent or avoid risks of any abuse or harm, to anyone participating in PCN ministries.

6.3.4 Must report any abuse committed or alleged to have been committed by staff, volunteers, or congregants, in line with PCN's Safe Ministry procedures.

6.3.5 Are required to be familiar with and abide by all PCN policies, procedures, and safe ministry documentation.

6.4 Providence Church Volunteers

6.4.1 Are responsible for completing all on-boarding, Safe Ministry training, and screening checks relevant to their position prior to commencing their role.

6.4.2 Must take all reasonable and practicable steps to prevent or avoid risks of any abuse or harm to anyone participating in PCN ministries.

6.4.3 Must report any abuse committed or alleged to have been committed by staff or volunteers in line with PCN's Safe Ministry procedures.

6.4.4 Are required to be familiar with and abide by all PCN policies, procedures, and safe ministry documentation.

7 Implementation and Review

7.1 The Committee of Management or their delegate is responsible for ensuring that this policy is implemented, maintained, and reviewed annually or as required.

Contact Details

Providence Church Network Inc.

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Incident Report Form

We welcome any questions or comments about this policy.