

SAFE TO GROW IMPLEMENTATION AND TRAINING

Implementation

- o The Policy Statement will be explained to the churches once a year and the Policy Statement adopted at full meetings of the fellowship, rather than only in committee.
- o A copy of the Policy Statement along with the section on Good Practice for the Whole Church will be displayed on a prominent notice board.
- o A leaflet containing the Policy Statement and the section on Good Practice for the Whole Church will be available for every person attending the church.
- o All those working with children and young people will require references and a Criminal Records Bureau check.
- o Advocates and all who have a supervisory role will be given a complete copy of the Policy Statement and Procedures Manual.
- o Those working with children and young people, on completing a probationary period and 'Safe to Grow' training, will receive a document containing a copy of:
 - The Policy Statement
 - Good Practice for the Whole Church
 - Good Practice for those Working Directly with Children and Young People
 - Good Practice for Residential or Excursion Activities
 - Procedures if Abuse is Disclosed or Discovered
 - A 'Safe to Grow' Certificate (Appendix 2 - Form C)
 - A signed Volunteers Contract (Appendix 2 - Form D)
 - A signed Declaration Form (Appendix 2 - Form E)

Initial Training Programme

- o All who wish to work with children or young people, in whatever capacity, are required to attend an initial 'Safe to Grow' training programme. This initial training programme will be provided during a six-month probationary period, or equivalent time period.
- o Ideally this initial training programme will be conducted by Social Services and/or qualified children / youth worker and/or a Child Protection Officer from a Parent denomination and/or a representative sent by the Parent denomination.
- o This initial training programme will allow for discussion and feedback on the policy and how it is working, with suggestions for improvement and alterations.

Continuing Training

- o All who wish to work with children and young people, in whatever capacity, are required to attend a Refresher 'Safe to Grow' training program every three years.
- o Ideally this Refresher training programme will be conducted by Social Services and/or qualified children / youth worker. The training programme is open to any who wish to attend (for example those working with children but not as part of the church).