

Safe Church Procedure 8 - Managing Persons of Concern

To be read and implemented in conjunction with **Safe Church Manual Sections 4 & 5**.

This procedure relates to the implementation of the following Policy statement:

We acknowledge that people have a right to feel and be safe at our church and events, and therefore commit to: appropriate management of any person onsite who poses a known risk (including spiritual, physical, financial, emotional and sexual risks) to others' health and safety.

1. This procedure assists the Board in managing the presence of a person who has been deemed to pose a known risk including spiritual, physical, financial, emotional (including psychosocial whs/ohs) and sexual risks to others' health and safety as the result of receiving information, observed behaviours, complaints about a person's behaviour, knowledge of a conviction, direct disclosure or admission.
2. This procedure applies to all such persons, who shall be known as 'persons of concern'.
3. This procedure is particularly important for compliance with WHS (or OHS) legislation, common law duty of care and for managing insurance risks.
4. The Board acknowledges that appropriately ministering to a person of concern is not a simple matter. The issues of forgiveness and a person's right to privacy need to be considered. The needs of past victims of sexual abuse, vulnerable persons such as children and the intellectually handicapped, as well as the needs of the whole congregation, must also be considered.
5. When considering what an appropriate ministry to the person of concern looks like, the Board's primary concern is its legal duty of care to provide safe environments for all people who attend the church's programs, events, and services.
6. The Board will take a case-by-case approach to management of persons of concern that takes into account all the risks to be managed, including pastoral considerations, legal and insurance obligations and the church's capacity to manage the known risks, which is to determine the type of ministry the church will be able to offer the person of concern.
7. The Board shall seek external advice, particularly when considering offering a risk management plan to a known sexual offender.