Policy	SAFE MINISTRY POLICY FRAMEWORK		
Policy Number	900	**Version**	Original
Endorsement	Bishop-in-Council 15 September 2026	**Implementation**	1 October 2026
Review	Interim Policy – Review by 30 June 2027		

POLICY STATEMENT

The Diocese of Rockhampton (Anglican Church Central Queensland; ACCQ) is committed to **holistic Safe Ministry**. Therefore, we commit to our pastoral, insurance, legal and duty of care obligations; with the goal that all ministries are spiritually, emotionally and physically safe with Diocesan parishes and ministries being abuse and harm free, person valuing and respectful spaces for ministry, to God's glory.

The full **Safe Communities of Faith** policy can be found on the Diocesan Website (http://anglicanchurchcq.org.au/safeMinistry.html) and outlines the broad policy statements and protocols incorporated in the **Safe Ministry** area. It is underpinned by Faithfulness in Service (A national code for personal behaviour and the practice of pastoral ministry by clergy and church workers)**.** Each of these documents have their foundation in the Scripture:

> **Jesus Christ said, "Love your God with all your heart, soul, mind and strength; and love your neighbour as yourself."** (from Mark 12:29-31)

ROLES AND RESPONSIBILITIES

The Clergy and Parish Council, and those in authority in other ACCQ entities, are responsible for ensuring that:

- all reasonable and practicable steps are taken to avoid risks of harm to members of the church and wider community arising from their involvement in any ministry;
- all persons in leadership positions, especially those relating to children, young people and vulnerable adults are appropriately authorised and suitably qualified and trained;
- on an annual basis, they remind all members of the ministry unit of the spirit, intent and procedures associated with this policy and their responsibilities within it;
- all leaders, office holders and relevant volunteers have agreed to adhere to Faithfulness in Service, as amended;
- the Ten Child Safe Standards and Universal Principle required by the Child Safe Organisations Act 2024 [Qld] are implemented;
- Activities comply with state and commonwealth legislation;
- The work of the Anglican Church of Australia General Synod's Safe Ministry Commission is used to guide best practice.

AS SAFE LEADERS

We commit to due diligence in:

- assessing the suitability of leaders, employees or volunteers before they are appointed in ministry positions especially where it involves ministry to children, young people or vulnerable adults in accordance with the Safe Ministry Compliance Schedule attached to this policy.
- ongoing training, supervision of, and support for leaders, employees or volunteers;
- reporting disclosures or suspicions of child or elder abuse or neglect, using the Diocesan Guidelines for Reporting;
- following the relevant Diocesan Protocol if a grievance or complaint is made against a leader, employee or volunteer.

STATUS

In the case of any inconsistency between this policy and another ACCQ policy or procedure, this policy takes precedence.

In the case of any inconsistency between this policy and a Canon of the ACCQ or applicable state or commonwealth legislation, the provisions of the legislation take precedence.

ATTACHMENT

SAFE MINISTRY COMPLIANCE SCHEDULE

The Clergy and Parish Council, and those in authority in other ACCQ entities, are responsible for ensuring that prior to clergy, employees or volunteers commencing ministry activities, the person:

- Is appropriately authorised and suitably qualified and trained;
- has agreed to adhere to the current authorised version of Faithfulness in Service; and
- meets the requirements for screening, training and certification as outlined in the Schedule.

An exception to the above are persons under the age of 18 who are conducting the ministry activity under supervision.

Please note that the Safe Ministry Compliance Schedule provides **minimum** requirements for screening, training and accreditation. Where parish or agency leaders determine that more stringent or further requirements are required to meet the risks of a particular situation, the parish or agency may apply those more stringent conditions to a person involved in that ministry activity.

Ministry role	**Safe Ministry Check (C= clergy; PW= paid worker; V = volunteer)**	**Current SM training**	**Valid Working with Children Check (Blue Card)**	**CV Check (National Police Check)**	**Other requirements and notes**
Clergy With a licence to minister	Clergy check	Levels 1 and 2			
Paid workers including Registry staff, Parish admin, grounds maintenance, program coordinators	Paid worker check	Levels 1 and 2			
Ministry to Children & Young people including Sunday School, Youth Group, Play Group, Mainly Music	Volunteer check	Levels 1 and 2			This category includes those involved in food preparation and handling where that is conducted onsite when children and young people are present.

Ministry role	Safe Ministry Check (C= clergy; PW= paid worker; V = volunteer)	Current SM training	Valid Working with Children Check (Blue Card)	CV Check (National Police Check)	Other requirements and notes
Aged Care Facility and Hospital Pastoral Visitor	Volunteer check	Levels 1 and 2			Plus any requirements of the hospital or age care facility e.g. a Working With Vulnerable People Check or vaccination.
Parish Councillor or Warden	Volunteer check	Levels 1 and 2			Need to complete the Statutory Declaration for this role.
Licensed Lay Minister	Volunteer check	Levels 1 and 2			
Church Service roster including welcoming, sidesperson, offertory, reading	Volunteer check	Level 1			
Food Ministry including meal drop offs, soup kitchens, food centres, morning tea rosters	Volunteer check	Level 1			Food handling credentials are required.
Church shops/ bargain stores	Volunteer check	Level 1			
Gardening/ Grounds maintenance	Volunteer check	Level 1			