

CHILD PROTECTION POLICY



Contents

Introduction–Child Protection Policy	3
Definition Of Abuse And Neglect	3
Code Of Conduct	4
Definitions	4
Child Abuse Prevention Within Our Church Community	4
All People’s Church - Child Protection Policy Acceptance Statement	7
All People’s Church - Application to Serve At Children's Church	8
Contact Information	8

Introduction—Child Protection Policy

Each child is a special gift from God. Children are our sacred trust from a loving God. All People's Church (APC) acknowledges the high value that Jesus placed on children during His earthly ministry.

APC seeks to ensure the safety of all children participating in the programs and activities of the church by establishing the following guidelines with regard to the conduct of adults and children. It is our responsibility as adults to do all we can to protect children. Sadly, child abuse is prevalent in this world. It is hurting children, families, and societies everywhere.

The intention of the Child Protection Policy is to protect children entrusted to us at APC's Children's Church. The policy is not intended to substantially interfere with the nurturing, teaching, and supervising of children.

APC can, through adherence to this Child Protection Policy, make every effort to ensure that persons placed in positions of leadership, with respect to the children of the church, are persons deserving of our trust and responsibility.

This Child Protection Policy is available in the church office and on our APC church website (apcwo.org/ministries/childrens-church).

Definition Of Abuse And Neglect

There are three definitions used to describe abuse:

1. Physical abuse exists when a child has a non-accidental injury.
2. Emotional abuse exists when parents, teachers and others always put blame on a child or always reject the child.
3. Sexual abuse exists when an adult uses a child as a part of any type of sexual act.

Neglect is defined in two ways. **Emotional neglect** is when the child suffers from a parent not giving chances for feeling loved, wanted, secure and worthy. **Physical neglect** is when a parent does not provide basic needs or a safe place to live.

Code Of Conduct

Those who accept the responsibility of working with children at APC agree to:

- a. treat children with respect and dignity;
- b. do their best to prevent abuse, neglect, and exploitation of children participating in all church activities;
- c. not engage in or condone acts of physical, emotional, or sexual abuse;
- d. comply with APC's Child Protection Policy and;
- e. report any abuse, inappropriate behaviors, or possible policy violations.

All Pastors, Staff, Children's Church Ministers and Volunteers at APC are required to follow this policy.

Definitions

For the purpose of this policy:

Church: All People's Church (All APC Bangalore Locations)

Child: any individual under the age of 18

Adult: any person age 18 or older

Child Protection Policy Oversight Group: responsible for overseeing the policy, receiving reports of abuse, conducting training, reviewing applications etc. consist of the Pastor, Associate Pastors and Administrative Team.

Child Abuse Prevention Within Our Church Community

We must be prepared to both acknowledge and practice prevention of all types of child abuse and neglect and to strengthen families. This policy applies to all church ministries, including but not limited to children's church, youth activities, kids conference, church camp, youth ministry, and mentoring.

APC commits to:

1. Offer trainings.

- a. Annually, relevant information, training and materials will be offered to teachers and volunteers of children who serve at APC's Children's Church. Training may be specific to child abuse or may be on a related topic such as child safety, child development, healthy family relationships, or any protective or risk factor for abuse.

b. Every two years, training for all children (ages six to eighteen) related to child abuse and/or child safety (such as safe touch for elementary-aged children) will take place. This training should be appropriate to the child's age group. Parents will be invited to participate in training with their children.

2. Make our church facilities safe for children.

a. A fully stocked first-aid kit will be available in the church building.

b. Our church facilities are open to strangers and unknown people. Example: security guards, cooks, construction workers, drivers, men attending non church related meetings, college students coming for interviews and exams, and many other activities going on simultaneously. Our Children's Church Ministers and parents of children and those attending APC should be alert and watch for any suspicious or undesired activities or advances towards children. Raise an alarm immediately.

3. Provide safe and adequate supervision to children.

Since the needs and requirements are different in each church location, the following safety measures should be adapted to suit these requirements for each location.

a. Follow a two-adult rule, especially at overnight activities involving children and when activities are being conducted in homes or other private locations.

b. A youth (eighteen years or younger) should never teach/care for children alone without a supervising adult available.

c. A parent must always be notified ahead of time and give consent for his/her child to be transported away from church facilities.

d. No physical discipline (hitting, slapping) may be used. When a child misbehaves, an adult may use redirection and/or verbal means to guide the child's behavior. If this does not work, the child shall be taken to his/her parent for further action.

e. All APC Children's Church teachers/helpers to wear sticker or nametags.

f. Toddler playgroup – mandatory one parent is always with his/her toddler during the toddler playtime.

g. Grades 1 & 2 must always have two adults (teacher and helper) in attendance during children's church. Children can never be left alone without a Children's Church Minister or helper (adult) being present.

h. Children under the age of 10 cannot leave the classroom and walk to the washroom without an adult accompanying them. The adult must stay outside the washroom until the child is done and accompany him/her back to class.

- i. Children must not be left unsupervised in and out of classes or around the church campus.
- j. Classrooms should be located as close as possible to the main service area. Classroom doors should always be kept open.

4. Attend to related personnel issues.

a. Annually, each teacher and volunteer of children and youth will be presented a copy of APC's Child Protection Policy. He/she will be asked to read, understand, and sign that he/she has read and will abide by the policy.

b. We need to ensure volunteers are dedicated to APC before we entrust them with our children and youth. We follow the "six month" rule for volunteers. This means a volunteer must be a member or regular attendee of APC for six months before working with our children and youth.

5. Deal appropriately with offenders and allegations of abuse

If and when a child discloses abuse or if child abuse is suspected, immediately this will be referred to the Pastor and the oversight group. The alleged offender will be removed immediately from all responsibilities involving contact with children until the conclusion of the investigation.

All People's Church - Child Protection Policy Acceptance Statement

Please read the copy of the All People's Church Child Protection Policy provided to you. Please sign below to indicate that you have read and understood the Policy and agree to comply with the policies and procedures outlined therein when working with children.

I, (print name) _____,
accept the responsibility to nurture the Christian faith and wellbeing of the children of All People's Church and to care for them as Christ cares for me.

Jesus said; "Whoever welcomes a child welcomes me." (Matthew 18:5). Children are our present and our future, our hope, our teachers, our inspiration. They are full participants in the life of the church and in the realm of God.

Jesus also said, "If any of you put a stumbling block before one of these little ones, it would be better for you if a great millstone were fastened around your neck and you were drowned in the depth of the sea." (Matthew 18:6)

I have read and understood the All People's Church Child Protection Policy and accept it. I promise to exhibit appropriate behavior and conduct when working with children. I hereby affirm that I have not resigned from or been terminated from a position for reasons relating to abuse or misconduct, as defined in the Policy statement. I affirm that I will not use my position of trust in the church to abuse or harm any child.

I HAVE READ and UNDERSTAND and AGREE TO ABIDE BY the Child Protection Policy of All People's Church, Bangalore.

Signature:

Date:

Contact Information

Name:

Mailing Address:

Telephone: Cell:

Landline:

Email Address:

All People's Church - Application to Serve At Children's Church

Date of Application: _____

This application is a confidential part of a process to help the church provide a safe, nurturing environment for our children. Persons responsible for the supervision and care of our children are in a special position of trust and confidence. Therefore, persons seeking to work with children at APC are asked to complete this application.

Personal Information: (Please attach a passport size photo when submitting form)

Contact Information

Name:

Mailing Address:

Telephone: Cell:

Landline:

Email Address:

1. How long have you been regularly attending APC ? _____
Which location _____

2. Are you a member of APC? No Yes

3. Are you 18 years or older? No Yes

Contact Information

All Peoples Church & World Outreach
319, 2nd Floor, 7th Main,
2nd Block, Kalyan Nagar,
Bangalore 560 043, Karnataka, India
Email: ministryIntern@apcwo.org
Phone: +91-80-25452617 / 65950617/ 65610213
Website: apcwo.org