

SAFETY AGREEMENT

PARTIES

The Seventh-day Adventist Church (**Insert Conference**) Limited (hereafter the ‘Conference’);

The **ABC** Church (hereafter the ‘local church’ / ‘church’ / ‘congregation’); and

Mr/Mrs/Title XYZ (hereafter the ‘Applicant’).

BACKGROUND

This Safety Agreement (hereafter ‘Agreement’) is introduced based on the Australian Union Conference & New Zealand Pacific Union Conference (hereafter the ‘Union’) document *Creating A Safe Place* and related safe-church policies as outlined therein.

The Church has a moral and legislated obligation towards the health and safety of all who participate in its worship services and other events and activities. The purpose of this Agreement is to facilitate the safe attendance and participation of the Applicant in the worship services, events and activities of the local church and at certain Conference and Union-run events and activities as outlined herein.

This Agreement will be held on the Union’s *National Safe Place Register* until the Church reasonably considers that the Applicant no longer poses a risk to children and young people within the Church’s environments, if this ever eventuates.

This Agreement will be reviewed at approximately 3-yearly intervals and shall remain in force until: recommended by Risk Assessment at a scheduled Review; terminated by mutual agreement; revoked by three apparent breaches being sustained; other reasons deemed reasonable and persuasive in all circumstances that may arise.

Children and young people in this Agreement include all people under 18-years of age except any dependents the Applicant may have care and responsibility towards.

SAFEGUARDS

The safeguards are intended to: (a) make it clear what is expected of the Applicant within the Church’s environments; (b) provide the basis for the Applicant to be held accountable in a transparent manner; (c) reduce risks to all parties including the likelihood of the Applicant’s presence and conduct at worship services, events and activities attracting unnecessary unease or false allegation.

Safeguards:

1. The Applicant is welcome to attend the local church named as a Party herein as well as Conference or Union-run events and activities as permitted within these safeguards.

2. The local church appoints the following four (4) responsible adults to act as support monitors (between themselves) whenever the Applicant is in attendance at local church worship services, events or activities or at Conference or Union organized events or activities that are run for all-ages (e.g. Regional days, training events, summits and the like but excluding events in point 4 such as ‘Big Camp’):

- a. Person
- b. Person
- c. Person
- d. Person

The responsible adults named herein may be revised as the need arises by a duly convened Board or Business meeting of the local church.

3. The Applicant is not welcome to attend any worship service, event or activity organized by the local church, Conference or the Union organized for children or young people (such as a Youth Rally, Teen/Kids Rally, StormCo, Sporting or Recreational event, Pathfinder Camp or Camporee, Summer Camp, VBS-style program, Adventurers and the like), except for the express purpose of dropping off and picking up any dependents that the Applicant may have the care and responsibility for.
4. The Applicant is not welcome to attend the Church event known as ‘Big Camp’ or any other overnight event or activity run by the Conference or Union unless prior approval is obtained from the Conference (for example via its Safe Place Committee or Coordinator or other appointee) and safeguards that may be stipulated for the event are adhered to.
5. If the Applicant wishes to attend another local church besides the local church named herein, permission must be sought in advance from the Conference via its Safe Place Committee, Coordinator or other appointee(s). If the proposed attendance is at a local church, Conference or Union event or activity in another Conference-territory, the Conference that is the party to this Agreement will liaise with the proposed host Conference about the request for the Applicant’s permission to attend and, if so, applicable safeguards to be required for such attendance.
6. All Church-owned, rented, or property otherwise held in trust by the Church for use as a school or other venue/facility for children and youth (such as a camp ground or sporting complex or facility) shall be off-limits to the Applicant, except for the express purpose of dropping off or picking up any dependents that the Applicant may have the care and responsibility for OR except for attending awards nights and ceremonies at a school where parents are generally invited and welcome to attend and the Applicant’s dependents are involved. The Conference may permit a variation to this safeguard, upon request by the Applicant, or otherwise issue an amendment of this safeguard to the Applicant.

7. The Applicant shall not frequent or remain around toilet facilities or rooms for children and youth at the local church and other events and activities, except for the express purpose of using the toilets or for dropping off or picking up any dependents that the Applicant may have the care and responsibility for.
8. The Applicant shall abide by any off-limits areas of the church facility if decided by the Board or as lawfully requested by a support monitor to do so. The Applicant shall also sit in a designated seat or area of the local church facility if decided to by the Board or lawfully requested by a support monitor to do so.
9. The Applicant shall abide by the *Code of Conduct* that applies for all adults who relate to children and young people at church worship services, events and activities.
10. The Applicant shall not be nominated/appointed to *any* church office or role without Conference clearance. All child-related positions; jobs in proximity to children/youth; and roles in leadership/governance or with spiritual authority shall remain off-limits.
11. The Applicant will not, except as is reasonable to be polite and courteous, initiate and sustain conversation or contact with a child or young person whilst attending worship services, events or activities at the church or a Conference or Union event.
12. The Applicant shall comply with any reasonable and lawful request made by a support monitor whilst in attendance at worship services or other events or activities as outlined herein.
13. This Agreement will be disclosed to current and future Board members, and may also be disclosed to other staff and volunteers who work with or plan activities for children and young people.
14. If an apparent breach of these safeguards occurs, the Applicant may be cautioned or admonished either formally or informally by a support monitor or the Board. A second apparent breach may result in a formal caution or warning being issued by a support monitor or the Board. A third apparent breach will result in the alleged breaches being referred to the Conference for their decision and response (through its Safe Place Committee or other appointees). Before deciding, the Conference shall invite the Applicant to submit any response by a specified deadline. The Conference may decide to revoke the Agreement if it is satisfied that three or more breaches have occurred, or make other recommendations at their discretion (such as a caution, warning, or suspension of the Agreement for a specified period of time).
15. This Agreement will be reviewed at approximately 3-yearly intervals. If a Risk Assessment indicates, the Agreement will be withdrawn at a scheduled review. Otherwise, this Agreement shall continue until such time that a Risk Assessment reasonably indicates that the Applicant poses no risk within the Church's environments (if ever this eventuates).

16. Should the Applicant wish to transfer their attendance and/or membership this Agreement is transferable subject to a Risk Assessment and the consent of the new congregation.

17. These safeguards will only be enforce to the extent that they do not conflict with any parole or similar community-based order made by a Parole, Court, or Bail authority. Where such order exists, the Church expects the Applicant to comply with the requirements of such order in the first instance, and any safeguard outlined in this Agreement shall not be taken as condoning or permitting the Applicant to behave in a manner contrary to any such order.

SIGNED BY PARTIES

The Applicant

Applicant (full name): _____

Age (years): _____ Of address: _____

At (location, suburb) _____ on this day ____ / ____ / 2 ____

“Do hereby solemnly swear and declare that I understand and agree to abide by this Agreement.”

Signature: _____

In the presence of Witness (full name): _____

Occupation: _____ Signature: _____

The Conference

Signed by (full name): _____ Signature: _____

Of (work address): _____

Position held: _____

At (location, suburb): _____ on this day ____ / ____ / 2 ____

In the presence of Witness (full name): _____

Occupation: _____ Signature: _____

The Local Church

This Agreement has been adopted by motion and vote of the Board or Business Meeting at a duly convened Meeting as follows:

Meeting type (circle): Board / Business

Date of Meeting: ____ / ____ / 2 ____

Meeting held at (address): _____

Signatures of Clerk / Secretary: _____ Chairperson: _____