



Staff and Volunteer Training

P-101

1. Policy Statement

Hillsong Church is strongly committed to the protection and wellbeing of children and young people from all forms of abuse and neglect.

Staff and volunteers are to participate in training relevant to their position and responsibilities in relation to child related leadership.

Hillsong Church is committed to providing training on a regular basis to ensure that staff and volunteers are aware of relevant legislation and requirements and their responsibilities.

2. Relevant to

All pastors, staff, students and volunteers.

3. Procedure

Staff and volunteers are to participate in training in relation to protecting and supporting children based on their responsibilities.

Participants are to sign the Attendance Register at the training session. (F-001)

1. Mandatory Reporters Training – Identifying Children at Risk of Harm

Mandatory Reporters are people that must report if they have reasonable grounds to suspect a child (under 16) is at risk of harm.

For paid staff who provides one of these services –

- health care (eg. Hillsong Emerge), welfare (pastoral care, Street Teams), education, children's services (Hillsong Kids, Fuel, Wildlife, Hillsong Youth Services), residential services, disability services and law enforcement, or

Management Positions

- someone in a management position (paid or unpaid) directly responsible for or supervising provision of one of these services (eg Department Heads, Service Managers / Coordinators).

2. Policy and Procedure Training – Protecting and Supporting Children and Young People

All staff and volunteers that work with children and young people are required to participate in this training. This includes, but is not limited to,

- **Kids** – pastors, leaders (both at church services, connect groups)
- **Youth** – All leaders working with children (0-16 years) and young people (16-17 years). This also includes leaders in Powerhouse and Frontline that may have children in their connect groups or functions where a children's program is provided.
- **Hillsong Emerge** – incorporating all staff and volunteers who have direct contact or oversight of children and young people. This includes SHINE and LIFE, SAFE, Street Teams, Hillsong Youth Services, Emerge Health Centres etc.
- **Connect Group Leaders** – leaders of children's groups, or groups where children come with parent. Individual people that run children's programs at connect



groups are able to participate in training, but this is not essential. Please refer to the Hillsong Church's Child Safety procedure.

Other Training

Training may also be required for further programs that are developed. Hence relevant training is to be offered to ensure that all staff and volunteers understand the necessary procedures.

4. Documentation relevant to this procedure

Training Attendance Register F-001

5. Revision record

Date Issued	Description of Change
February 2006	Issue 1 - Draft
March 2006	Issue 1 - Approved