



# safe ministry training

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## Bush Disciples Church



## Safe Ministry Policy

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# Safe Ministry Commitment

## Bush Disciples Church

### Background & Governance

This policy outlines the underlying principles that direct our approach to safeguarding vulnerable people involved with Bush Disciples Church. It applies to all staff, leaders, pastors, coordinators, volunteers, trainees and anyone working on behalf of Bush Disciples Church ("Relevant Leaders"). The elders of Bush Disciples Church take responsibility for ensuring these principles are reviewed regularly and embedded in the organisation culture at all levels.<sup>1 2</sup>

### 1. Commitment to Safeguard Vulnerable People

We are committed to the Biblical call to care for the vulnerable by actively preventing harm and abuse, and by seeking to provide safe programs.<sup>3</sup> We are also responsible and accountable fulfilling our obligations under State and Federal law to protect children and vulnerable people.

We are committed to ensuring that vulnerable people (including children, families, the disabled and elderly) are informed and involved in decisions that considerably affect them. We recognise the diverse needs of vulnerable people should be taken into account and that their concerns be taken seriously.<sup>4</sup> We are committed to embedding this care into all levels of our leadership and culture.

### 2. Commitment to Screening and Training Relevant Leaders

We are committed to ensuring all Relevant Leaders (employees, volunteers, contractors and members of the church who make decisions about children and vulnerable people) are screened, appropriately supported and trained through the process outlined below.<sup>5</sup>

1. All Relevant leaders must be regular participants at Bush Disciples Church. They will have their potential roles and responsibilities clearly outlined for them as they start their role,
2. All Relevant Leaders must provide referees who can confirm the proposed leader is suitable to work with vulnerable people and that there is no reason the proposed leader should not be appointed in such a role,
3. All Relevant leaders must complete an approved Safe Ministry Training Course (e.g. [www.SafeMinistryTraining.com.au](http://www.SafeMinistryTraining.com.au)) which outlines appropriate behaviour including how to minimise the chances of harm and abuse, as well as training in how to identify and report cases of abuse, and undertake this training initially and then third (3) yearly.
4. Relevant leaders will have committed to the leader's Code of Conduct and behave as followers of Jesus and be willing to be held accountable for their behaviour, and

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<sup>1</sup> This policy is in accordance with the Children and Young Persons (Care and Protection) Act 1998 No 157

<sup>2</sup> As per Point 1 of the National Statement of Principles for Child Safe Organisations

<sup>3</sup> Deuteronomy 6:4-7; Matthew 18:1-6; Mark 10:13-16

<sup>4</sup> As per Points 2, 3 & 4 of the National Statement of Principles for Child Safe Organisations

<sup>5</sup> As per Point 5, 7 & 8 of the National Statement of Principles for Child Safe Organisations

5. If a Relevant Leader is working with children & youth, they must have their State “Working With Children Check” verified and this is recorded on a Blue Card register and reviewed regularly and reported to the Bush Disciples Elders Committee.
6. Relevant leaders will disclose to the Church Leadership any previous abusive behaviour that has resulted in a formal accusation or charges in regards to emotional, neglectful, physical or sexual abuse towards another person, child or adult. This disclosure will be assessed by the Bush Disciples Elders Committee, in line with Legislation and Church Insurance regarding the appropriateness of the person being a relevant leader within the Church.

### 3. Commitment to Providing Safe and Accessible Programs

We are committed to ensuring that our programs and events are safe and appropriate for those attending. Careful consideration must be given to the activities chosen, the venue, safe ratios of supervision, appropriate toileting practices, transportation, work health and safety, parental or guardian permission and confidentiality of records kept.

To help maintain appropriate standards, we will give all relevant leaders access to ongoing training and adequate supervision in their roles and responsibilities.

All activities of the Church, particularly where Children or vulnerable people may be involved will be approved at a Bush Disciples Elders meeting. We are committed to ensuring high risk activities and any special events are appropriately risk assessed and management plans implemented as appropriate.

### 4. Commitment to Appropriately Respond to Concerns and Complaints

We are committed to creating a culture where people feel safe to speak out about inappropriate behaviour without fear of being rejected or ridiculed. We are committed to listening and responding appropriately to concerns and complaints about behaviour and safety at Bush Disciples Church. Throughout this process we are committed to protecting the confidentiality, dignity, health and well-being of all individuals involved. Any child-related issues will be managed with a focus on the interest of the child and will be reported to the relevant State Child Protection body.<sup>6</sup>

All reports will be managed by the Bush Disciples Church Safe Ministry Supervisors.

#### *Safe Ministry Supervisors*

Mrs Robyn Brumpton: 0429774182	email: <a href="mailto:contact@bushdisciples.church">contact@bushdisciples.church</a>
Mr Michael Brumpton: 0427625926	email: <a href="mailto:contact@bushdisciples.church">contact@bushdisciples.church</a>
Mr Andrew Iandolo: 0468911044	email: <a href="mailto:andrew.iandolo@suchaplaincy.org.au">andrew.iandolo@suchaplaincy.org.au</a>
Mr Jake Brumpton: 0400356835	email: <a href="mailto:jake@brump.net">jake@brump.net</a>

The Safe Ministry Supervisors will follow a **Safe Ministry Incident Management Process**.<sup>7</sup> This includes reporting any criminal activity to Police, and the possibility of reporting allegations of

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<sup>6</sup> As per Point 6 of the National Statement of Principles for Child Safe Organisations

<sup>7</sup> As per Point 10 of the National Statement of Principles for Child Safe Organisations

abuse to the State Ombudsman and the insurer of Bush Disciples Church. In certain incidents (as outlined in the Incident Management Process) the Safe Ministry Supervisors will appoint an Independent Ministry Investigator to investigate allegations of inappropriate behaviour.

Date Instituted by the Bush Disciples Elders: 17 March 2020

Date of Last Review by the Bush Disciples Elders: 19 August 2025

Communication: This Policy and other relevant Safe Ministry documents will be available on the Bush Disciples Church website and also on the Safe Ministry Training account.