

Child Safe Environment Policy

for the

Glenlock Family Bible Camp

Approved: 25 July 2022

Next Review Date: 25 July 2027

Purpose

This Child Safe Environment Policy aims to demonstrate that the Glenlock Family Bible Camp has in place appropriate policies and procedures to establish and maintain a Child-safe environment in compliance with scriptural principles and as legally required by the South Australian Child Safety (Prohibited Persons) Act 2016, Children & Young People (Safety) Act 2017 and the National Principles for Child Safe Organisations.

Through the implementation of this policy the Glenlock Family Bible Camp aims to:

- protect Children against Harm and risk of harm
- report and respond to harm and risk of harm to children and young people
- provide guidance at Glenlock Family Bible Camp where Children are involved
- abide by the law.

Scope

This Child Safe Environment Policy covers all those that attend the Glenlock Family Bible Camp, including children, young people, families, parents/guardians, volunteers and those involved in the running of the Camp.

Definitions

Act	the South Australian Child Safety (Prohibited Persons) Act 2016 and Children & Young People (Safety) Act 2017
Adult	anyone at or over 18 years of age
Arranging Brethren	a group appointed by an ecclesia to have the oversight and management of its affairs (or any other management committee if not specifically called Arranging Brethren)
Child or Children	anyone under 18 years of age
Child Harm	can include Physical Harm, Sexual Harm, Neglect, Emotional Harm and Risk of Harm
Department	the relevant South Australian Government Department which has responsibility for Child protection – the Department for Child Protection
Ecclesia	an assembly of Christadelphians, all of whom are members of that Ecclesia
Emotional Harm	behaviour by a Parent, caregiver or other person that can destroy the confidence of a Child resulting in significant emotional deprivation and trauma. It encompasses a range of behaviours that harm a Child and involves

	impairment of a Child's spiritual, social, emotional, cognitive and intellectual development, and negative disturbance of a Child's behaviour. ³
Glenlock Camp Committee	a group of adult brethren appointed to oversee the running of the annual Glenlock Family Bible Camp
Glenlock Camp Secretary	an adult who heads the Glenlock Family Bible Camp Committee
Harm ¹	spiritual ² , physical or psychological harm (whether caused by an act or omission or at risk of) and, without limiting the generality of this subsection, includes such harm caused by sexual, physical, mental or emotional abuse or neglect
Mandated Notifier	a person required to notify the Department for Child Protection of Reasonable Suspicion that a Child is or has been a victim of Child Harm or Neglect ¹ , which under Section 30 of the Children and Young People (Safety) Act 2017 includes all volunteers in religious organisations (i.e. all Supervisors as defined in this Policy)
Neglect	where a Child is (or at risk of) harmed by failure to provide the basic physical and emotional necessities of life such as adequate and proper food, clothing, medical aid, lodging and care ³
Organisation	the Glenlock Family Bible Camp
Parent	a parent or guardian of the Child or Children referred to
Physical Harm	non-accidental injury to a Child by a Parent, caregiver or other person. It includes injuries caused by excessive discipline, severe beatings or shakings, bruising, lacerations, welts, burns, fractures and dislocation. Physical Harm may result in permanent physical and/or psychological damage or death. Refer to the Act. ³

¹ Definition generally taken from the Children and Young People (Safety) Act 2017, s.30

² Spiritual harm is where a person misuses their power, position, authority, leadership or influence to control, coerce or manipulate a child or young person for seemingly religious purposes. It includes intentional and unwitting abuse in both formal and casual situations. Spiritual harm includes enticements, threats or rejection evoking fear, emotional appeals, accusation of demon possession and involving children and young people in spiritual activity against their will.

³ Definition taken from AACE's *Suggested Guidelines for a Child Protection Policy*, Version 3, 2 March 2010. Such definitions are entirely consistent with the Department of Human Services *Safe environments for children and young people* document, p.11

⁴ Definition generally taken from the Department of Human Services *Guidelines for Mandated Notifiers*, p.8

Policy	this Child Safe Environment Policy
Reasonable Suspicion	there is evidence to indicate Risk of Harm to a Child, including: ➤ observation of a Child's behaviour leads to a suspicion that they have been harmed ➤ a Child advises that they have been harmed ➤ a Child advises that they know of someone who has been harmed ➤ a person in a position to provide reliable information (e.g. relative, friend, neighbour, sibling of the Child who is at risk) advises of a Child who has been harmed ⁴
Recorder	secretary of an Ecclesia
Risk of Harm	a Child will be considered at Risk of Harm if: ➤ the child or young person has suffered harm (being harm of a kind against which a child or young person is ordinarily protected); or ➤ there is a likelihood that the child or young person will suffer harm (being harm of a kind against which a child or young person is ordinarily protected); or ➤ there is a likelihood that the child or young person will be removed from the State (whether by their parent or guardian or by some other person) for the purpose of— (i) being subjected to a medical or other procedure that would be unlawful if performed in this State (including, to avoid doubt, female genital mutilation); or (ii) taking part in a marriage ceremony (however described) that would be a void marriage, or would otherwise be an invalid marriage, under the Marriage Act 1961 of the Commonwealth; or Children and Young People (Safety) Act 2017— 9.12.2021 Chapter 3—Interpretation 18 Published under the Legislation Revision and Publication Act 2002 (iii) enabling the child or young person to take part in an activity, or an action to be taken in respect of the child or young person, that would, if it occurred in this State, constitute an offence against the Criminal Law Consolidation Act 1935 or the Criminal Code of the Commonwealth; or ➤ the parents or guardians of the child or young person— (i) are unable or unwilling to care for the child or young person; or (ii) have abandoned the child or young person, or cannot, after reasonable inquiry, be found; or (iii) are dead; or ➤ the child or young person is of compulsory school age but has been persistently absent from school without satisfactory explanation of the absence; or ➤ the child or young person is of no fixed address; or

- any other circumstances of a kind prescribed by the regulations exist in relation to the child or young person.

In assessing whether there is a likelihood that a child or young person will suffer harm, regard must be had to not only the current circumstances of their care but also the history of their care and the likely cumulative effect on the child or young person of that history.¹

Sexual Harm

any sexual act or sexual threat imposed on a Child including intercourse, assault, penetration, acts of indecency such as touch (including use of objects), exposure, harassment, and suggestive behaviour, in any form, and exposure of Children to pornographic or other sexual material. Coercion, which may be physical or psychological, is intrinsic to sexual abuse and differentiates such abuse from consensual peer sexual activity.³

Supervisor(s)

volunteers who supervise or assist Children at Glenlock Camp functions, including:

- Glenlock Camp Secretary
- adult members of the Glenlock Camp Committee
- other Adults appointed directly or indirectly by the Glenlock Camp Secretary or Committee.

Principles

The principles behind this Child Safe Environment Policy are:

1. Children are a heritage from the Lord and should be cherished and nurtured.
2. Scripture endorses the principles of Child protection.
3. The ecclesial environment should be a place of safety and spiritual development, including being friendly and welcoming.
4. The Glenlock Family Bible Camp does not support or condone criminal behaviour. It recognises that Child Harm is criminal behaviour and is harmful to Children's physical, social, emotional and spiritual development and well-being.
5. The Glenlock Family Bible Camp has a duty of care for the safety, welfare and well-being of Children and will organise its affairs and activities to protect Children against Child Harm and improper or inappropriate behaviour.
6. Perpetrators require professional and spiritual assistance and need to recognise their behaviour is abhorrent and unacceptable to the Lord. They must be willing to face the consequences of their behaviour.
7. In dealing with an allegation or Reasonable Suspicion of Child Harm, the Glenlock Camp Committee will respond with sensitivity, objectivity, confidentiality, fairness and truthfulness.

Relevant Bible teachings that provide a basis for the above principles are included in Appendix A.

1. Risk Management

*“My organisation has a documented risk management plan that identifies, assesses and takes steps to minimise and prevent risk of harm to children because of the action [or inaction] of an employee, volunteer or another child”**

* extracted from the Department of Human Services *Compliance Statement for Single Organisations*. Wording in parenthesis also added from the National Principles for Child Safe Organisations.

Assessment of Risks of Harm to Children at Glenlock Camp Functions

The Glenlock Camp Committee is committed to minimising and/or preventing the Risk of Harm to Children at the Glenlock Family Bible Camp, in line with its Camp Rules which promote a culture of safety. The following risk assessment identifies, assesses, and takes steps to minimise / prevent such risks.

L = Likelihood (1 = rare, 5 = certain)

C = Consequence (1 = insignificant, 5 = very significant)

R = Risk = L x C (1-4 = low, 5-10 = medium, 11-25 = high). All medium and high risks require risk mitigation strategies.

Event	L	C	R	Mitigation
Culture of organisation is not child-safe focussed	1	4	L	Parents/guardians are to be responsible for the whereabouts of their children at all times. Child focused Code of Conduct is in place that sets the behavioural standards expected including what happens when a breach occurs, is circulated to staff and volunteers and is displayed in public places. The organisation meets the requirements of the <i>Children and Young People (Safety) Act 2017</i> (which mandates child safe environments) and the <i>Child Safety (Prohibited Persons) Act 2016</i> (which mandates Working with Children Checks). The child safe environments policy is reviewed at least once in every 5-year period. When this happens a new child safe environments compliance statement is lodged with the Department of Human Services. Working with Children Checks (WWCC) are undertaken to make sure that people working with children and young people are assessed as suitable. Those who are not suitable ('Prohibited' WWCC) cannot work with children and young people in our organisation.

Harm to Child occurs when Child wanders outside the camp boundary or in dark extremities where lighting is unable to be installed	2	5	M	Define and communicate perimeter of activity. Parents/guardians are to be responsible for the whereabouts of their children at all times.
Child injures self through manual handling (e.g. helping to move chairs)	1	2	L	Packing / unpacking process to be monitored.
Harm to Child occurs from harm by Supervisor or other Camp attendee	1	5	M	All Supervisors have Working With Children Checks. All camp staff (including supervisors) and volunteers agree to abide by this policy and code of conduct. Supervisor to Children ratios and minimum numbers maintained. Parents/guardians are to be responsible for the whereabouts of their children at all times.
Harm to Child occurs from medical conditions	3	3	M	Have First Aid Caravan in use at the camp. Maintain a list of qualified First Aid officers (update each year). Designate First Aid officers.
Harm to Child occurs through poor behaviour at Sunday School (e.g. a fight)	1	3	L	Ensure Supervisors present at all Glenlock Camps at prescribed Supervisor to Child ratios (refer Section 3).
Harm to Child occurs from Campfires	3	3	M	Parents/guardians to supervise children and mark campfire with rocks.
Event	L	C	R	Mitigation
Harm to Child occurs from activities in the River Murray	3	3	M	Parents/guardians must supervise children at all times when in the river. All children must wear life jackets when in canoes or boats on the river.
Harm to Child occurs during sleep (while camping at Glenlock)	1	5	M	Boys and girls sleeping arrangements are the direct responsibility of parents or the individual host nominated by their parents.
Harm to Child occurs from online activity (e.g. browsing the internet on mobile device)	3	5	H	Parents or hosts must supervise their child's use of mobile devices.

2. Child Safe Environment Policy

“My organisation has a documented child safe environment policy that outlines our commitment to children’s well-being and safety”

Policy

The Glenlock Family Bible Camp:

- believes that Children are a heritage from the Lord and should be cherished and nurtured: Jesus said, “Suffer little children, and forbid them not to come unto me: for of such is the kingdom of heaven” (Matthew 19:14; Psalm 127:3)
- is committed to the safety and well-being of all Children at Glenlock Family Bible Camp, supports the rights of the Child and will act without hesitation to ensure a Child-safe environment is maintained at all times
- supports Supervisors who facilitate Glenlock Family Bible Camp functions, and encourages their active participation in building and maintaining a secure environment for all participants.

Accordingly, the Glenlock Camp Committee will establish and maintain a Child-safe environment at the Glenlock Family Bible Camp in compliance with scriptural principles and as legally required by the South Australian Child Safety (Prohibited Persons) Act 2016, Children & Young People (Safety) Act 2017 and National Principles for Child Safe Organisations.

The Child-safe environment will be provided in accordance with agreed guidelines and procedures (refer to **Section 3** of the Child Safe Environment Policy). These guidelines and procedures include measures to minimise and prevent Risk of Harm to Children (as identified in **Section 1** of the Policy).

This Policy and associated guidelines and procedures will be communicated to all relevant Ecclesias and persons (refer to **Section 4** of the Policy).

Adults and Children will be encouraged to adhere to an agreed code of conduct that specifies standards of conduct and care when dealing and interacting with Children (refer to **Section 5** of the Policy).

Working With Children Checks will be conducted and dealt with (refer to **Section 6** of the Policy).

Supervisors will be appointed and supported to provide a Child-safe environment at Glenlock Family Bible Camp (refer to **Sections 7, 8, 9, and 11** of the Policy).

Adults and Children can discuss or disclose harm perpetrated at Glenlock Family Bible Camp or seek support and advice by contacting the Glenlock Camp Secretary, noting the mandated notifier process that relates to volunteers at Camp (refer to **Section 3**). A copy of the Glenlock Family Bible Camp Child Safe Environment Policy can be obtained from the Camp’s website.

The Child Safe Environment Policy will be reviewed at least once every 5 years, updated as necessary, with a new compliance statement lodged with the Department of Human Services and then published on the Camp’s website.

3. Guidelines and Procedures

“My organisation's child safe environment policy is supported by guidelines and procedures that are relevant to our specific business and activities”

Responsibility for Children

Children under the age of 18 who attend Glenlock Family Bible Camp will be the responsibility of their Parents, except for during their attendance at the formal Sunday School sessions at the Glenlock Family Bible Camp. However, we have strategies in place to create and maintain a child safe culture when children are present at Glenlock Family Bible Camp. This policy provides details about these strategies (including our risk management plan at section 1).

Supervisor to Child Ratios

The following Supervisor to Child ratios will apply at Glenlock Family Bible Camp Sunday School, which assumes responsibility for Children during Sunday School sessions (based on the Government of South Australia's Department for Education and Child Development's *Camps & Excursions Guidelines For Schools And Preschools*):

No.	Function / Activity	Supervisor Requirements
1	Sunday School sessions at Glenlock Camp	Appropriate number of Supervisors to be appointed to manage children's classes At least one male and one female.

Adults, should where possible, not be alone with a Child that is not their own.

Venue

Children at Glenlock Family Bible Camp will be expected to remain within the boundaries of the campsite. The boundaries of the campsite will be announced at the first Study of the Camp and at the first lesson for each age group of Sunday School by Sunday School Supervisor.

Accommodation

Accommodation at Glenlock Family Bible Camp is the responsibility of Parents or their nominated hosts.

Food Preparation

Food storage and handling must comply with food safety legislation.

Medical Requirements

First Aid supplies and Supervisors trained in First Aid will be present at Glenlock Family Bible Camp.

A First Aid caravan will also be on site for the duration of the Glenlock Family Bible Camp.

Responding to Child Harm/Risk of Harm Allegations

Mandated Notifiers (i.e. all Supervisors and Glenlock Camp Committee) will be educated about their

obligations described in the Department for Human Services document, *Guidelines for Mandated Notifiers* ([Mandatory notification information booklet \(dhs.sa.gov.au\)](http://dhs.sa.gov.au).)

Any Child alleging that they have experienced or are at risk of Harm at the Glenlock Family Bible Camp, or any Child or Adult against whom an allegation of Child Harm at the Glenlock Family Bible Camp, has been made, should report such allegations to the Mandated Notifiers.

Mandated Notifiers will:

- document the nature of the disclosure made, including:
 - when the disclosure was made
 - Mandated Notifier's name, contact details and relationship to the victim
 - victims name, contact details and current whereabouts
 - the alleged perpetrator's name, contact details, relationship to the victim and current whereabouts
 - details of the alleged Child Harm, remembering that there is no need to prove that Child Harm has occurred.
- report any Reasonable Suspicion of Child Harm or risk of harm to the 24 hour Child Abuse Report Line (13 14 78) and/or SA Police (000) if the Child is at risk right now
- request and follow direction from the Child Abuse Report Line concerning the Child's immediate welfare and record the relevant details
- undertake the above obligations, and not endeavour to transfer the responsibility to someone else
- advise (i) Glenlock Camp Secretary as relevant, (ii) the Child's Parents, (iii) the Recorder of the Ecclesia that the Child's Parents are members of, and (iv) the Recorder of the Ecclesia that the alleged perpetrator is a member of, unless there is a conflict of interest or the Child Abuse Report Line and/or SA Police advises not to.

Child Harm concerns will be responded to with respect, sensitivity, objectivity, confidentiality, fairness, and truthfulness, with the view to ensure that the Child's right to safety and be listened to is upheld. Timely feedback will be provided to the person who raises the concern, as appropriate.

Glenlock Camp Committee will co-operate with the appropriate authorities as required.

The Glenlock Family Bible Camp will inform its insurance company of any Child Harm allegation being investigated.

Any Adult who has either been convicted of Child Harm or against whom there is an active Child Harm allegation, or who has had action taken by an ecclesia for behaviour unbecoming a member in Christ with respect to children, will not be permitted to serve as a Supervisor and attendance on Camp premises will be at the Committee's discretion in liaison with the appropriate Ecclesia. Any Adult that has a prohibited Working With Children Check will not be permitted to attend Camp, to ensure that they are unable to engage with children and young people.

Miscellaneous

Supervisors will inform the Police, of those involved in any illegal activities at Glenlock Family Bible Camp.

Smoking, the possession/firing of fireworks or firearms, the possession/viewing of sexually explicit/pornographic material, inappropriate sexual relationships, the consumption of alcohol (other than for memorial emblems) and the consumption/possession of illegal drugs is strictly prohibited, and will result in immediate expulsion from the Glenlock Family Bible Camp (as appropriate).

The correct use of gender marked toilets and showers is to be respected at all times. Inappropriate use or behaviour that contravenes scriptural teaching during the use of these facilities will not be permitted.

Third party contractors who may provide facilities or services will be supervised by a Committee Member, volunteer or authorised adult, to ensure the safety and wellbeing of children. Third party contractors who provide services to children and young people must have a current Working With Children Check, together with a lodged child safe environment compliance statement.

4. Communication

“My organisation communicates its child safe policy and procedures to all relevant persons (such as staff, volunteers, members, families and children)”

A copy of this Policy will be made publicly available on the Camp's website to:

- Recorders of all South Australian Ecclesias.
- All members of the Glenlock Camp Committee.
- All Glenlock Camp Sunday School Supervisors.
- All attendees of the Glenlock Family Bible Camp.

Recipients will be encouraged to read and understand the Policy. The Glenlock Camp Secretary will be requested to forward the Policy to all relevant people supervising activities at Glenlock Family Bible Camp.

The Glenlock Camp Secretary will:

- communicate the availability of the Policy and Code of Conduct.
- encourage and facilitate feedback on Glenlock Family Bible Camp activities by Adults and Children, which can be provided at glenlockcamp@gmail.com. All feedback will be taken seriously and responded to by the Camp Secretary.
- The Glenlock Camp Secretary, will also provide Supervisors with a copy of the Department's document *Guidelines for Mandated Notifiers*.

5. Code of Conduct

“My organisation has a code (or codes) of conduct for adults and children”

Adults and Children will be encouraged to:

- treat everyone with respect, honesty, and care

- be a positive example to others
- being alert to bullying behaviours and responding promptly and appropriately
- responding quickly, fairly and transparently to any complaints made by a child, young person or their parent/guardian
- encouraging children and young people to 'have a say' on issues that are important to them.

Adults and Children will not be permitted to:

- use offensive or violent behaviour or language
- bully or harass anyone
- engage in unwarranted, unsolicited, unwanted and/or inappropriate physical contact, communication or behaviour between an Adult and a Child
- compel or organise interaction between an alleged perpetrator of Child Harm and the alleged victim of Child Harm
- where possible be alone together (i.e. one Adult with one Child)
- develop 'special' relationships that could be seen as favouritism such as offering of gifts or special treatment.

Breaches to the Code of Conduct can be reported, particularly by children and young people, to a Supervisor. Breaches to the Code of Conduct may result in immediate expulsion from the Glenlock Family Bible Camp.

6. Working With Children Checks

“My organisation knows its obligation to conduct Working With Children Checks on staff and volunteers who are working with children in prescribed positions”

All Glenlock Camp Committee members & Supervisors will require a 'not prohibited' Working With Children Check from the Screening Unit of the Department for Human Services prior to working with Children, and must be renewed at least once every five years.

The Department of Human Services Screening Unit will be immediately contacted if the Committee is aware of information regarding a person involved with the Camp, including any serious criminal offence, child protection information, or a disciplinary or misconduct information.

Working With Children Checks will be sighted only and copies will not be kept. A register of sighted Working With Children Checks will be maintained with expiry dates clearly marked.

Child Safe Environment Policy compliance (including Working With Children Checks) will be a standard agenda item at meetings of the Glenlock Family Bible Camp Committee.

A 'not prohibited' Working With Children Check must be held by a person to perform the role of Supervisor

and Camp Committee member.

A prohibited Working With Children Check will result in that person unable to attend Camp, as they are not legally permitted to engage with children and young people.

Glenlock Family Bible Camp

- Parents will be directly responsible for their Children
- All Sunday School Supervisors to be Adults and have Working With Children Checks
- All Camp Committee members to have Working With Children Checks

7. Recruitment of Volunteers

“My organisation has a procedure for recruiting suitable staff and volunteers to work with children that includes, as a minimum, basic screening”

The following review and screening processes will be followed for the appointment of Supervisors. All Supervisors will require a ‘not prohibited’ Working With Children Check issued by the Screening Unit of the Department of Human Services prior to being appointed.

Supervisors

All Supervisors will be directly or indirectly appointed by the Glenlock Camp Secretary. Glenlock Camp Sunday School co-ordinators can nominate Adult assistants following a verbal reference check with one other Supervisor who has known the nominee well for at least five years.

A Supervisor will require a current ‘not prohibited’ Working With Children Check prior to commencing their role. Supervisors and Adult assistants who have a demonstrated good understanding of children and young people’s development needs, will be considered to be suitable for this role.

Glenlock Family Camp Committee

The Glenlock Camp Secretary will identify with the Glenlock Camp Committee or will canvas Ecclesia’s in Adelaide for suitable candidates, or accept nominations from Ecclesia’s.

Verbal reference checks will be obtained by the Glenlock Camp Secretary from:

- the Recorder of the nominees’ home Ecclesia.
- the Recorder of the nominees’ previous Ecclesia if the nominee has been a member of their home Ecclesia for less than twelve months.

Pending acceptable reference checks, Not Prohibited Working With Children Check and endorsement of the nominee’s home Ecclesia, the Glenlock Camp Secretary, with the Glenlock Camp Committee will then appoint the Glenlock Camp Committee member.

8. Supporting and Supervising Volunteers

“Staff and volunteers are actively supported and supervised by my organisation”

Supervisors are an integral part of facilitating the Glenlock Family Bible Camp. All Supervisors are unpaid volunteers, and without their support these functions could not be provided.

The Glenlock Camp Committee will support Supervisors by:

- supplying relevant background information as described in Section 4 of this Policy
- providing an enjoyable and rewarding working environment
- listening to their feedback.

9. Training and Developing Volunteers

“My organisation provides training and development opportunities for staff and volunteers to maintain their knowledge of child protection and Child Safe Environments”

The Glenlock Camp Secretary will provide all Supervisors with a copy of:

- this Policy
- the Department of Human Services document *Guidelines for Mandated Notifiers*.

Supervisors will be expected to read and understand their obligations under these documents.

The Department offers a seven hour or three hour refresher training program in reporting and responding to Child Harm. Supervisors may undertake this training themselves, including the [“Safe Environments for Children and Young People – ‘Through their eyes’” training](#). The Glenlock Camp Committee will not facilitate or require that Supervisors undertake this training.

10. Involvement of Children and Young People

“My organisation actively encourages the participation and involvement of children and young people (where appropriate)”

Glenlock Family Bible Camp provides spiritual development and social opportunities for Children.

All Children (as well as adults) within the scope of this Policy are fully encouraged to attend, participate, enjoy, and provide feedback on the activities to their appropriate Sunday School Supervisor or Camp Secretary, including if they have any concerns regarding safety and/or risks. These will be documented and reviewed by the Committee (as appropriate) to improve future activities.

The Code of Conduct for Children will be communicated as detailed in Section 4 of this Policy.

11. Educating Volunteers about Reporting Responsibilities

“My organisation educates its staff and volunteers about their role and responsibilities to report and respond appropriately to suspected harm and risk of harm”

The Glenlock Camp Secretary will provide Supervisors with a copy of this Policy and the Department's document *Guidelines for Mandated Notifiers* (refer Section 4 of this Policy). It is the responsibility of the Supervisors to read and understand these documents and agree to abide by them, including informing Children of their role and responsibilities in helping to ensure the safety and wellbeing of their peers.

Appendix A: Relevant Bible Teachings

The following Bible teachings underpin this Policy and procedures.

1. Children are God's heritage. "...Jesus said, Suffer little children, and forbid them not to come unto me: for of such is the kingdom of heaven." (Matthew 19:14; Psalm 127:3).
2. In all things we should "do all to the glory of God" (1 Corinthians 10:31). This provides the over-arching goal and guide for planning, managing and deciding all matters within the Glenlock Family Bible Camp.
3. We should practise the commandments of Christ and the fruit of the spirit (John 14:15, 15:14, Galatians 5:22-24; Ephesians 4:17-20; Philippians 4:8).
4. We are to be holy and to abstain from all appearance of evil (1 Peter 1:15-16; 1 Thessalonians 5:22).
5. All forms of harm, including Child Harm, violate the commandments of Christ and are contrary to the fruit of the spirit (Galatians 5:19-21; Ephesians 5:3-12; 1 Corinthians 6:9-10).
6. We are to love God with all our heart, strength, soul and mind, and to love our neighbour as ourselves. (Deuteronomy 6:4-5; Leviticus 19:18; Matthew 19:19; 22:37-39; Mark 12:29-31; Luke 10:27; Romans 13:9; Gal 5:14; James 2:8).
7. We should obey the laws of the land in which we live, except where they directly contravene the teachings of the Bible (Romans 13:1-5; Matthew 22:21; Acts 5:29).
8. We have a particular duty of care for those who may be vulnerable or have special needs (Psalm 82:3-4; Proverbs 31:9; Acts 20:35; James 1:27).
9. The Bible provides a guide as to the process to be followed where major transgressions occur (Matthew 18:15-17). The principles of this process should be applied, in action taken by individuals and the Glenlock Camp Committee, in responding to any such transgressions (as appropriate).
10. We should seek to recover those who are "overtaken in a fault" and err from the truth (Galatians 6:1; James 5:19-20).
11. Those who have oversight have a responsibility to tend Christ's ecclesia and protect it from "wolves" (Acts 20:28-32).