

Emotional abuse – Persistent, severe verbal abuse, ill-treatment or rejection that severely affects the emotional and/or behavioural development of a child or young person. This also includes spiritual abuse which can mean excessive deference to a leader and isolation from former friends and family members.

Neglect – A failure to meet a child or young person's basic needs for food, warmth, protection and care (a form of social abuse).

Note

- ⤴ Most abuse is carried out by adults who are close to the child or in a position of trust. Abuse by strangers is uncommon.
- ⤴ Child abuse takes place in all parts of society. It is not confined to any particular social or economic situation.
- ⤴ There will almost certainly be people in every church community who have been abused at some time. There may also be people who have been or who still are abusers.

Responding to concerns or allegations of abuse

Under no circumstances should a church worker or volunteer carry out their own investigation into the allegations or suspicion of abuse. The person in receipt of the information should do the following:

- ⤴ Look at the child directly and listen carefully.
- ⤴ **Do not** question the child/young person to enable you to obtain more information.
- ⤴ Don't promise to keep any secrets before you know what they are.
- ⤴ Finish by assuring the child that you are treating the matter seriously and will let them know what you will do next.
- ⤴ Obtain a CMCC Reporting form, complete as soon as possible and return to one of the focal people listed on the front of this document.

Enjoy your ministry with the children and young people

The above instructions may seem daunting or onerous, but please do not let them put you off your ministry for the Lord. These guidelines are designed not just to protect those in our care, but also to enable you to carry out your service knowing our practices in a clear way. More information will be given in our leaders and helpers training sessions to equip you. We are very grateful for your service and we hope you will enjoy serving the Lord here at CMCC.

If you have any questions at all please do not hesitate to speak with your overall children or youth leader, the CMCC Leadership team or Pastoral staff.

May the Lord bless you in your ministry to our children and young people and may the Lord grow and mature the children and young people who we seek to show the love of Christ.

Keeping Our Children Safe



Child Protection Guidelines For Working With Children and Youth

Why have a Child Protection Policy?

Chiang Mai Community Church (CMCC) recognises the importance of its ministry to children and young people, and its responsibility to protect the welfare of children and young people entrusted to the church's care. A Child Protection Policy enables us to provide for good practice and procedures in recruitment of staff and volunteers, to guard against inappropriate or misguided behaviour and to provide a safe environment for activities carried out by the church. This not only serves to protect the children in our care, but also gives appropriate guidelines to protect leaders and helpers and the good witness of CMCC.

The information in this leaflet gives practical guidelines for leaders and helpers to follow in their role with children and young people. Child protection training will be given to staff, elected officers and volunteers who are working with children and youth. CMCC's full policy can be obtained from the church office.

Important Contacts

If you have any questions or concerns about these guidelines, or need to discuss an issue of concern for a child's welfare please speak to one of the following focal people:

Contact Chiang Mai Community Church for details of current focal people:

Phone: 053 244 820 or 086 913 1260

Email: administrator@cmcchurch.org

Protection of Children and Young People

1. Any gathering of children or young people must have a minimum of 2 approved people present. Never leave a group unattended at any time.
2. Wherever possible avoid being alone with a single child for any length of time.
3. Never allow unauthorised persons to have unsupervised access to the children.
4. Take special care with touch and personal space. Never pick up a child unless it is necessary to give comfort. Take special care of touch in sensitive areas of the body generally covered by shorts and T-shirt. Respect culturally sensitive areas of the body e.g. head for Thai people.
5. Be sensitive when giving comfort. With younger children of toddler years it may be necessary to hold them. With older children bring yourself down to their level to communicate. If they need comfort put a hand on their shoulder or hold their hand.
6. If a group is subdivided for small group discussion the door between separate areas must be kept open; otherwise, they should meet in separate areas of the same room.
7. No form of physical discipline is allowed.
8. During church time an additional designated adult will oversee security around the rooms used for the children's program.
9. Unless particularly specified by a parent/guardian, photos and videos of children can be posted on church notice boards or websites as long as they meet the following specifications:
 - Photos/videos are of appropriate nature.
 - Photos/videos do not show individual children or youth.
 - Photos/videos are not labelled with names.

Recommended Ratios of Adults to Children

Age group	Ratio	Age group	Ratio
0-2yrs	1 – 3	2-3yrs	1 – 4
3-8 yrs	1 – 6	8yrs +	1 – 8

Male to Female Ratios (Per Group)

- 1 Male & 1 Female leader – preferable; 2 Female leaders – acceptable
2 Male leaders – least preferred (unless a female helper is present)

Teenage Helpers (14+ yrs)

Teenage helpers are an important part of the team. They should never be left without an adult present. Common sense should be used in deciding how much responsibility teenage helpers can take. Teenage helpers will be given the same opportunities for support and training as adults. Note: Teens under 14 may be allowed to assist as a “third helper” in the Pre-school room.

Visits to the Toilet

If children need to go to the toilet during group time, at least one adult/teen helper should go along, plus one other child or helper. Adults/teens should remain where they can be seen by passers-by, generally at the entrance.

Venue and Meeting Safety

Whenever you meet in a venue, inspect the room for hazards or potential danger and report any concerns.

Drop off and Pick up

A. On Sundays during the Church Service at First Thai Church

Parents are responsible for making sure their children get to the main children's meeting room. Children in kindergarten or below must be picked up by their parents at the end of the church service. Older children will be taken back to the main church building. Thereafter it is the parents' responsibility to look after them.

B. Activities away from the Church Compound and Facilities

Any activities away from the church compound must be conducted with the permission of authorised leadership and must follow the same guidelines outlined in this leaflet.

First Aid

A basic first aid kit will be available for each group meeting place. In the case of anything other than very basic first aid treatment, contact a First Aider. A list of possible First Aiders will be in the first aid kit.

Meeting with a Child or Young Person alone

There may be an occasion when privacy is needed with a child. If possible, so not be alone with a child or young person. If talking with a child alone in the church context the conversation should take place in an area where others can see, if not hear. At least one other adult must be aware of this. Do not invite a child to your home or visit a child in his/her home unless a parent or authorised adult is present. If this is not possible, arrange to see the child or young person on church premises as already stated above.

Responding to the needs of children and young people

What is Child Abuse?

Child Abuse is a general term used to describe the different ways in which a child's physical, emotional, intellectual and spiritual health are damaged by the actions of another person.

Physical abuse – Any serious non-accidental injury to a child or young person caused by another person.

Sexual abuse – Any sexual contact between an adult/young person and a child or young person, or exposure to sexual material.