

North Hills Church

ALIVE CHILD SAFETY POLICY

Approved As Of: 2024



**NORTH HILLS
CHURCH**



Policies and Procedures:

Our heart in Alive is for the protection of all those in our care. These guidelines ensure that everything in our ministry is done with transparency and care for the vulnerable.

- Our Child Safety Process begins with church membership and includes an application with references, a background check, and both online and in-person training.
- It is our standard policy that adults and student leaders do not meet with a student of the opposite sex.
- While on campus staff members and screened volunteers will not be in secluded or isolated one-on-one interactions with any student who participates in Alive. If a situation arises in which a student must speak with an adult privately, this will occur in either an open area, an office with a door open, or with a closed door that has a window. Additionally, in these instances some other leader will be informed of that meeting so that they can view or interrupt this meeting at any time.
- Travel Arrangements: A volunteer is NEVER to be in a car with only one student. There must be another adult or a group of students present in the vehicle. The volunteer must also have parental permission.
- Off-site meetings may occur in public places (such as coffee shops). NHC encourages wisdom when parents approve an off-site meeting. Therefore, leaders are required to secure parental permission via text or email. Additionally, leaders must notify the Director of Middle School Ministry or the Director of Student Ministries via text or email regarding the meetings.
- Parents have the final word when regarding their children.
- Leaders should complete an Accident Report for any injuries that occur while the child is involved in an NHC children's class or activity. Give completed forms to the Director of Children's Ministry. Teachers must also speak personally with a parent of the injured child to inform him/her of the situation. If an injury is severe enough, the parents will be notified.
- For more information on North Hills Church's Child Safety Process, please read our child safety policy [here](#).



Accident Report

Leaders should complete an Accident Report for any injuries, intentional and not intentional, that occur while the child is involved in an NHC class or activity. Give completed forms to the Director of Student Ministry. Leaders must also speak personally with a parent of the injured child to inform him/her of the situation.

Violence Policy

At North Hills Church, we are committed to providing a safe and nurturing environment for all of our students. As part of this commitment, we have established the following policy regarding violence within Alive:

1. Prohibited Behaviors

Any form of violence, including but not limited to physical altercations, verbal threats, intimidation, bullying, or harassment is strictly prohibited within the youth group and at any Alive-related events.

2. Reporting

Any student who becomes aware of or is a victim of violent behavior is encouraged to report the incident to an Alive leader or staff member as soon as possible. We take all reports of violence seriously and will address them promptly and confidentially.

3. Parent/Guardian Involvement

In the event of a violent incident involving a student, the parents or guardians of all parties involved will be promptly notified and involved in the resolution process.

Camp

The above guidelines apply to staff and volunteers who travel with students to and from various camps. These guidelines also govern their behavior while at camp.

Any student ministry worker who suspects a student is suffering from neglect or physical/sexual abuse must follow the NHC Child Safety Policy protocol as well as report that information to the Director of Student Ministries or the Director of Middle School Ministries. For more information on our overnight policies, please click [here](#).