



Jamberoo Anglican

Psychosocial Concerns Policy

June, 2026

PSYCHOSOCIAL CONCERNS POLICY

Version: 1.0

Approved by: Parish Council

Approval Date: 9/6/26

Review Date: 9/6/29

Policy Owner: Minister and Parish Council

1. Purpose

This policy provides a simple, confidential and pastoral process for raising and responding to psychosocial concerns within the life and ministries of the church. It supplements the parish psychosocial risk register.

2. Theological Foundation for Managing Psychosocial Risk in Ministry

Recent amendments to Australia's Work Health and Safety legislation recognise that workplaces must address psychosocial risks (hazards that may cause psychological harm). Churches, as workplaces and ministry communities, are therefore called to take reasonable steps to foster healthy, safe and sustainable ministry environments.

For churches, this responsibility is not merely a matter of legal compliance. It reflects biblical commitments to love, mutual care, wise stewardship and the flourishing of God's people.

Scripture presents humanity as created in the image of the loving Triune God (Genesis 1:27), designed for interdependent relationships and communal flourishing. Because of sin, however, relationships can become sources of harm, burden and dysfunction. Throughout the biblical story, God works redemptively to restore people into healthy relationships with himself and with one another.

The Bible provides examples of practical risk mitigation and shared responsibility in leadership. Deuteronomy 22:8 instructs God's people to build parapets around roofs to prevent harm to others. In Exodus 18, Jethro warns Moses that he is "wearing himself out" from excessive responsibility and encourages him to delegate leadership. Likewise, in Acts 6:1-7, the apostles appoint others to share ministry responsibilities as the church grows.

These examples demonstrate biblical principles of care, sustainable ministry and shared leadership. They also reflect the New Testament vision of the church as the body of Christ, where gifts, responsibilities and burdens are shared for the good of the whole community (1 Corinthians 12; Ephesians 4; Galatians 6:2).

Collective resilience is further reflected in the 'one another' commands of Scripture: believers are called to love one another (John 13:34), pray for one another (James 5:16), encourage one another (1 Thessalonians 5:11), forgive one another (Colossians 3:13), and serve one another (1 Peter 4:10). The

flourishing of the church community, not merely the endurance of individuals, is a consistent biblical concern.

The gospel itself provides the foundation for this shared well-being. Through Christ, burdens need not be carried alone, condemnation is removed, and restoration becomes possible (Matthew 11:28-30; Romans 8:1; 2 Corinthians 5:21; 1 John 1:9). Christian ministry, therefore, seeks environments where people may serve faithfully, safely and sustainably.

For these reasons, the church is committed to identifying and managing psychosocial risks, strengthening healthy leadership practices, supporting one another in ministry, and fostering resilient ministry teams. This commitment arises not only from legal obligations, but from the biblical call to love God and care well for one another.

3. Scope

This policy applies to all ministries at Jamberoo Anglican Church, including church services, Bible study groups, youth ministry, children's ministry, parish events, volunteers, ministry leaders, staff, wardens and clergy.

4. Examples of Psychosocial Concerns

Bullying or intimidation

Harassment

Repeated unreasonable behaviour

Aggressive or threatening conduct

Significant interpersonal conflict

Role Overload

Emotional abuse

Unclear policies and procedures

Unclear Communication

Poor working environment

Boundary ambiguity

Concerns about ministry culture or volunteer wellbeing

5. Proactive Controls

Psychosocial risks can be managed through proactive controls. As such, the culture of Jamberoo Anglican Church should increasingly become one where behaviours that may

create psychosocial concerns are addressed in the early stage, or even before they become more obvious.

To assist, both Parish Council, Wardens and Staff meetings should have an item line in their agendas asking "Is there anything in the workplace that makes you or others feel psychologically unsafe or at risk?"

6. Reporting Pathway

If the concern involves a church member, volunteer or ministry leader, report it to the direct ministry leader or the minister.

If the concern involves the Minister, report it directly to a Warden or the regional Bishop.

7. Response Process

1. Acknowledge the concern promptly.
2. Assess the seriousness of the concern.
3. Respond at the lowest appropriate level where possible.
4. Use pastoral conversation, clarification, support or mediation where appropriate.
5. Refer serious matters to diocesan or external processes when necessary.
6. Keep a confidential record of the matter and its outcome.

8. Confidentiality

Information will be handled confidentially and shared only with those who need to know in order to respond appropriately. Confidentiality may be limited by safety concerns, legal obligations, or procedural fairness requirements.

9. Protection from Victimisation

No person will be disadvantaged, mistreated or retaliated against for raising a concern in good faith.

10. Related Processes

This policy does not replace Safe Ministry requirements, child protection procedures, professional standards processes, or obligations to report criminal conduct.

11. Review of Policy

This policy shall be reviewed by the Parish Council every three years, or earlier if required by Changes in diocesan requirements, legal changes, Significant ministry developments, Experience gained through implementation.

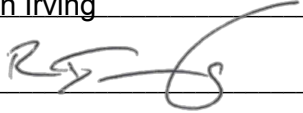
12. Policy Adoption

This Psychosocial Concerns Policy was adopted by the Parish Council of the Anglican Church of the Resurrection, Jamberoo.

Date of Adoption: 9/6/26

Minister

Name: Ron Irving

Signature: 

Date: 10/6/26

Churchwarden

Name: Karen Mion

Signature: 

Date: 10/06/2026

Churchwarden

Name: _____

Signature: _____

Date: _____

Appendix A - Psychosocial Concern Report Form



Jamberoo Anglican Church

Date: _____

Name (optional): _____

Contact Details: _____

Who is involved?

What happened?

When and where did it occur?

Witnesses (if any):

What impact has this had on you or others?

What outcome are you seeking?

☐ Advice ☐ Conversation ☐ Mediation ☐ Formal Review ☐ Other

Is anyone currently at risk of immediate harm?

☐ Yes ☐ No

Additional information:

Received by: _____

Date received: _____

Action taken: _____