



SYC Supervision of Young People Policy

1. Purpose

The purpose of this policy is to ensure the safety, wellbeing, and positive camp experience of all young people attending the State Youth Camp (SYC). It sets out clear expectations and responsibilities for the supervision of young people during the camp, distinguishing between the roles of local church youth leaders and SYC crew/volunteers.

This policy is designed to educate leaders, volunteers, and parents so that SYC remains a safe, Christ-centred, and enjoyable environment for all participants.

2. Scope

This policy applies to:

- All **youth participants** at SYC.
- All **local church youth leaders and supervisors** attending camp with their youth group.
- All **SYC Core Crew members, facilitators, and volunteers**.
- Parents and guardians who entrust their children to churches and SYC during the event.

3. Guiding Principles

- **Duty of Care:** Every young person has the right to be safe, supported, and appropriately supervised throughout camp.
- **Shared Responsibility:** While supervision is primarily the responsibility of local church youth leaders, all adults at SYC contribute to a safe culture.
- **Partnership:** SYC crew facilitate activities, create a safe environment, and equip leaders, while local leaders retain primary responsibility for their youth.
- **Safe Ministry Standards:** All adults must adhere to Baptist Association Safe Ministry practices and hold valid Working with Children Checks (WWCC).

4. Roles and Responsibilities

4.1 Local Church Youth Leaders

Local church leaders hold the **primary duty of care** for the young people in their group. Responsibilities include:

- Providing **direct supervision** of campers at all times (day and night).
- Managing **behaviour, discipline, and pastoral care** of their campers.
- Ensuring campers attend programmed activities and know their schedule.
- Monitoring health and wellbeing (hydration, rest, medication needs).
- Responding promptly to incidents or injuries and reporting them to First Aid and Core Crew.
- Supervising campers' accommodation (tents) overnight.
- Ensuring appropriate adult-to-youth ratios in line with Safe Ministry standards.

4.2 SYC Core Crew and Volunteers

SYC Crew act as **facilitators** of the event, not supervisors of individual campers. Their responsibilities include:

- Providing safe, engaging, and well-organised **programs and activities**.
- Ensuring venues, equipment, and activities meet safety requirements.
- Supporting youth leaders by offering resources, direction, and information.
- Managing site safety, logistics, and emergency procedures.
- Providing specialised roles such as First Aid, Safe Ministry oversight, AV/production, and catering coordination, activities coordination, teaching and worship.
- Intervening in emergencies or incidents in partnership with youth leaders.

SYC Crew **do not take over primary supervision** of campers but instead ensure leaders are equipped and supported to care for their youth.

4.3 Parents/Guardians

Parents and guardians play a role in ensuring their children are prepared for camp by:

- Providing accurate medical, dietary, and emergency information.
- Supporting leaders by explaining behavioural expectations to their children.
- Trusting youth leaders and SYC crew to implement this policy during camp.

5. Supervision Standards

To ensure effective supervision, the following standards apply:

- **Ratios:** Each church group must maintain recommended Safe Ministry adult-to-youth ratios.
- **Visibility:** Leaders should maintain awareness of camper whereabouts at all times.
- **Boundaries:** Youth must remain within designated camp areas unless accompanied by a leader.
- **Night Supervision:** Leaders are responsible for monitoring campers in tents. SYC will provide security patrols, but ultimate responsibility remains with the church leaders.

- **Transitions:** Leaders must escort or account for youth when moving between venues, meals, workshops, or activities.
- **Free Time:** Leaders must actively supervise their youth during village space and unstructured activities.

6. Incident and Emergency Response

- Leaders and Crew/volunteers are the first responders to incidents involving their campers, with the first responders being adults who witness an incident or leaders who are supervising.
- All incidents must be reported to the **SYC First Aid team** and documented using an Incident Report Form.
- In emergencies, SYC Crew will coordinate with leaders to activate site-wide response plans (medical, flood, fire, or security).

7. Communication and Support

- SYC Crew will provide clear schedules, maps, and safety information to leaders prior to camp.
- Walkie talkies and phone contacts will be available for emergency communication.
- Daily leader briefings will provide updates, reminders, and instructions.

8. Policy Review

This policy will be reviewed annually by the Baptist Youth Ministries (BYM) Team, with input from SYC Core Crew, youth leaders, and feedback from parents/guardians.

9. Acknowledgement

All leaders, crew, and volunteers must acknowledge they have read and understood this policy prior to participating in SYC.