

**West Preston Baptist Church**  
**Policy & Process document**  
**SAFE CHURCH POLICY OVERVIEW**

We at WPBC affirm that all people have the right to be physically and emotionally safe, respected, and have their views and opinions valued, regardless of age, gender, race, culture, disability and family/social background.

This policy outlines the strong commitment of West Preston Baptist Church (WPBC) to upholding that right for all attendees, particularly children. We will also be mindful in our approach for all programs to be inclusive for all people including those with a disability, those from culturally and linguistically diverse backgrounds (CALD) and those from Aboriginal and Torres Strait Islander (ATSI) communities.

It details the policies and practices we have developed to keep everyone within our church safe, and is based on the Victoria Child Safe Standards. THESE STANDARDS PROMOTE BEST-PRACTICE POLICY AND PROCEDURES, AND THEREFORE APPLY ACROSS ALL AREAS OF OUR CHURCH LIFE, NOT JUST IN THOSE AREAS RELATED TO CHILDREN.

**standards 1&2.** We have an organisational culture of child safety.

- We have made a Statement of Commitment to Child Safety that affirms its importance to us.
- Child safety is a set agenda item at all Deacons business meetings and congregational meetings.

**standard 4.** We undertake safe recruiting and screening practices for staff and volunteers.

- We undertake safe recruiting practices when appointing ministry leaders and volunteers. We will screen all prospective leaders and helpers in all our ministries, before they are appointed.

**standard 3.** We have clear expectations of appropriate and inappropriate behaviours.

- All church leaders and volunteers might sign our Code of Conduct annually.
- We have additional guidelines for our Children's programs leaders.

**standard 4.** We provide adequate supervision, ongoing training and review.

- Roles and positions to be undertaken are clearly defined, reviewed regularly and training provided as needed.

**standard 5.** We have clear processes for responding to/reporting suspected abuse and misconduct.

- We have clear processes for responding to suspected child abuse, misconduct, breaches of the Code of Conduct and other grievances.
- We have an appointed Safe Church Concerns person.

**standard 6 & 7.** We have strategies to identify and reduce or remove risks of harm.

- In addition to general occupational health and safety risk management strategies, we proactively manage risks of abuse to our children to minimise the potential for child abuse or harm to occur.