



# Mill Park Baptist Church

## STATEMENT OF COMMITMENT TO CHILD SAFETY

(Extract from MPBC Safe Church Policy 2.0, 18 March 2020)

MPBC is committed to ministering to children, young people and vulnerable adults by providing an environment that is physically, emotionally and spiritually safe.

MPBC is committed to ensuring the safety and wellbeing of children, young people and vulnerable adults by the following safeguarding measures: recruitment processes (screening, selection, interviews etc), WWCC, training, induction, supervision and reviews.

The following values reflect the culture that we are committed to promoting within MPBC: due diligence, integrity, duty of care, transparency, inclusivity, collaborative ministry, Christian ethics and Gospel principles.

### WE COMMIT TO:

**(a) Safe recruitment of leaders.**

We will screen all prospective leaders in our ministries, before they are appointed (i.e. relevant Working With Children Check/National Police Check, Safe Ministry Check).

We will have a minimum church attendance policy (6 months) for all prospective volunteer leaders.

**(b) Adequate training of leaders.**

We require that all leaders 18 and above attend a Safe Church Awareness Workshop (SCTA endorsed) or other training assessed by MPBC Board to be of equivalent standard, covering relevant topics (particularly child and vulnerable adults protection training) within their first year of ministry and a refresher workshop every 3 years.

We require all leaders to attend additional ministry-specific training as required.

**(c) Have a clear Code of Conduct.**

We will adopt and implement a Code of Conduct for all our leaders and volunteers, including boundaries of behaviour and expectations of interactions with children. All leaders will agree to follow our Leaders Code of Conduct.

**(d) Continued supervision of leaders.**

We commit to ongoing leadership training, supervision and support for leaders.

**(e) Responding to allegations of risk of harm (abuse) and serious ministry misconduct.**

All leaders will report disclosures or suspicions of child abuse, according to our procedure.

We will listen to and believe children who raise concerns.

We will ensure that procedures are clear and appropriate in responding to allegations of abuse.

Where a leader has an allegation of ministry misconduct made against them we will provide support to alleged victims and perpetrators and seek appropriate denominational help for a just and fair resolution.

**(f) Responding to other disclosures of abuse**

We will understand the processes of responding to disclosures of abuse and harm including self-harm and suicide ideation (thoughts).

We will ensure that appropriate training takes place to recognise and respond to indicators of abuse and neglect and receive support for all involved in the disclosure (including the leaders/volunteers).

We understand that responding to abuse is not limited to children, but also includes adults within our programs and ministries who may be vulnerable at any given time where abuse could be present and that everyone understands the most appropriate steps to take in supporting our vulnerable people within our community.

**(g) Provide an open safe environment.**

We will serve participants as servants of Christ, commit to the good news of Jesus and lead in spiritually non-abusive ways.

We will afford participants a say in the programs and the activities in which they participate by fostering and valuing their ideas and encouraging participation. We will be accountable and transparent.

All leaders will discharge their duty of care through the use of forms, checklists and templates for establishment and maintenance of safe environments in our church.

The MPBC Board will establish and maintain procedures related to: WHS (Work Health and Safety/OHS), fire safety, building safety, first aid, food safety, safe transport, incident and emergency procedures.

Ministry Team Co-ordinators are to maintain in-depth communication with the relevant Pastoral Team member (or Elder) which will include an up-to-date Ministry Commitment.

New ministries are to complete a comprehensive Approval for Ministry process prior to commencing.

**(f) Understand and Value diversity**

We will be mindful in our approach for all programs to be inclusive for all people. This includes adapting programs for anyone with a disability to receive access to various programs and ministries, as well as provide adequate training for leaders.

We will be sensitive to those from 'Culturally and Linguistically Diverse' (CALD) backgrounds, and those within the Aboriginal and Torres Strait Islander communities with our programs, information, support and services. As well as upholding respect to all cultures and encourage the participation of all people and recognise their unique contribution to our community.

**This Safe Church Policy applies to all staff members and volunteer workers associated with the ministry in our church.**