



Mill Park Baptist Church

STATEMENT OF COMMITMENT TO CHILD SAFETY

(Extract from MPBC Safe Church Policy 3.0, 13 April 2023)

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

MPBC is committed to ensuring the safety and wellbeing of children, young people and vulnerable adults by the following safeguarding measures: leader screening, induction and training; and ongoing 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 will provide all leaders with an appropriate induction and ongoing training, supervision and support relevant to their role.

(c) Have a clear Code of Conduct.

We will uphold our mandatory Leaders Code of Conduct Policy, including boundaries of behaviour and expectations of interactions with children.

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

We will support all leaders to 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.

(e) Responding to other disclosures of abuse

We will support all leaders to report other 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 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

(f) 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 all participants a say in the programs and the activities in which they participate by fostering and valuing their ideas and encouraging participation. We are committed to working with families, including children, to ensure programs are reflective of individual needs where reasonable. We will be accountable and transparent.

We recognise and respect the diverse needs of all children and commit to working with families to identify individual needs and make reasonable changes to support all children to participate. We welcome feedback and contributions from the church family regarding our policies and procedures.

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 Board will establish and maintain our Emergency and Risk Management Policy and Procedures related to: Work Health and Safety/OHS, fire safety, building safety, first aid, food safety, safe transport, incident and emergency procedures.

Ministry Team Coordinators will maintain in-depth communication with the relevant Pastoral Team member (or Elder) as reflected in annual Ministry Commitment Forms.

We are committed to providing information about our complaints processes and supports that are culturally safe and age-appropriate.

(g) Understand and Value diversity

We actively support and encourage all people to participate in our ministries and express their culture. We acknowledge, respect and appreciate the unique contribution to our community by people of all ages with different abilities and from 'Culturally and Linguistically Diverse' (CALD) backgrounds, including Aboriginal and Torres Strait Islander communities.

We will adapt our approach - programs, information, support and services - to be inclusive for all people regardless of background or ability and provide adequate training for leaders. Racism will not be tolerated, and any allegations will be handled in accordance with this document.

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