

Central Mountains Baptist Church Child Safe Standards

Outcomes Matrix

Standard	Applying the standard	Documenting the standard	Indicators of applying Standard
Standard 1 Child safety is embedded in organisational leadership, governance and culture	<p>Codes of Conduct and Child Protection policy on display in church</p> <p>Codes of Conduct and Child Protection policy written of in weekly bulletin and website of church</p> <p>Child Protection on agenda for AGM</p> <p>Leaders emphasise importance of following policies and concern for wellbeing of children</p>	<p>Central Mountains Baptist Church Safeguarding Children and Vulnerable People A Child Protection Policy Code of Conduct And Procedures 2020</p>	<p>Child safety part of culture in all church environments and events</p> <p>Organisational culture and enforcement of policy limits possibility of abuse</p>
Standard 2 Children participate in decisions affecting them and are taken seriously	<p>Child Protection Officer appointed to oversee child safety</p> <p>Children provide feedback to ministry leaders</p> <p>Children aware of support structures within the church and understand appropriate adult boundaries while interacting with them</p>	<p>Central Mountains Baptist Church Safeguarding Children and Vulnerable People A Child Protection Policy Code of Conduct and Procedures 2020</p>	<p>Children participate in church life</p> <p>Children are involved in worship</p>
Standard 3 Families and communities are informed and involved	<p>Families are encouraged to have an active role in keeping children safe</p> <p>Families are aware of child safety policies</p> <p>Church Website is utilised to communicate child safe policy</p> <p>Child protection policy is publicly displayed</p>	<p>Central Mountains Baptist Church Safeguarding Children and Vulnerable People A Child Protection Policy Code Of Conduct And Procedures 2020</p> <p>Child Protection Officer Annual General Meeting</p>	<p>Church community is aware of child safe practices within the church</p> <p>Community can ask questions about policy and provide feedback on children's well-being and safety</p> <p>Families participate in children's program and welcome to stay with children</p>
Standard 4 Equity is upheld and diverse needs are taken into account	<p>Cultural responsiveness to people from Aboriginal and Torres Strait Islander background</p>	<p>Central Mountains Baptist Church Safeguarding Children and Vulnerable People A Child Protection Policy Code of Conduct</p>	<p>All children can participate in programs of the church</p>

	<p>Child protection policy reflects respect and love and welcome to all</p> <p>Children's ministries encourage and provide for participation of all people</p> <p>Training to children's ministries workers on welcoming children from diverse backgrounds</p>	<p>and Procedures 2020</p> <p>Child Protection Officer Annual General Meeting</p> <p>Annual children's Ministry Workers training day</p>	<p>All children feel valued</p>
<p>Standard 5</p> <p>People working with children are suitable and supported</p>	<p>All paid staff and volunteers meet legislative requirements for working with children</p> <p>Ongoing training provided to staff and volunteers</p> <p>Child protection policy outlines recruitment process</p> <p>Paid staff and volunteers aware of complaint process</p> <p>Paid staff and volunteers aware of their legal responsibilities</p>	<p>Central Mountains Baptist Church Safeguarding Children and Vulnerable People A Child Protection Policy Code of Conduct And Procedures 2020</p> <p>Child Protection Officer Annual General Meeting</p>	<p>Yearly training events occurring</p> <p>Opportunities for volunteers to meet and discuss concerns</p> <p>Reminders of responsibilities provided to people working in children's ministries</p>
<p>Standard 6</p> <p>Processes to respond to complaints of child abuse are child focused</p>	<p>Children and staff and volunteers understand complaints process that is accessible</p> <p>Breaches of code of conduct taken seriously</p>	<p>Central Mountains Baptist Church Safeguarding Children and Vulnerable People A Child Protection Policy Code of Conduct and Procedures 2020</p> <p>Record keeping of complaints</p> <p>Record keeping of content and attendance at training</p> <p>Record keeping of reports to external bodies</p>	<p>Create a culture that encourages feedback from staff and volunteers</p> <p>Culture that encourages staff and volunteers to seek support in understanding their responsibilities</p> <p>Children feel able to give feedback on programs they participate in</p>
<p>Standard 7</p> <p>Staff are equipped with the knowledge, skills, and awareness to keep children safe through continual training and education</p>	<p>Church and child Protection Officer receive regular updates from Office of Children's Guardian</p> <p>Up to date knowledge of legislation impacting child safety and well-being</p> <p>Training of staff and volunteers yearly</p>	<p>Training records</p> <p>Central Mountains Baptist Church Safeguarding Children and Vulnerable People A Child Protection Policy Code of Conduct And Procedures 2020</p>	<p>Central Mountains Baptist church recognises need for ongoing education and training</p> <p>Training reflects understanding of improved practice working with children</p> <p>Staff and volunteers offered opportunity</p>

			to ask questions and seek support
<p>Standard 8</p> <p>Physical and online environments minimise the opportunity for abuse to occur</p>	<p>Code of Conduct sets clear boundaries of suitable behaviour in physical and online environments</p> <p>Risk identified in unsupervised contact between leaders and children</p> <p>Registration processes in place for children engaging in activities of church</p> <p>Children are not to be unattended before or after worship or activities. Parents aware of time to drop children to programs and when they are to be collected.</p> <p>Parents and carers understand the rules for children participating in activities</p>	<p>Training records</p> <p>Central Mountains Baptist Church Safeguarding Children and Vulnerable People A Child Protection Policy Code of Conduct And Procedures 2020</p>	<p>Training in online safety</p> <p>Training in understanding Code of Conduct</p> <p>Opportunities to harm children are reduced or minimised</p>
<p>Standard 9</p> <p>Implementation of the Child Safe Standards is continuously reviewed and improved</p>	<p>Child Protection Officer reviews child safe policies and reports to church annually</p> <p>Use external experts to support implementation of child Safe practices. For example, making use of faith-based support from those with expert knowledge such as Robert Apps or support provided through Insurance broker on child safe practices in church setting.</p>	<p>Training records</p> <p>Central Mountains Baptist Church Safeguarding Children and Vulnerable People A Child Protection Policy Code of Conduct And Procedures 2020</p> <p>Version control records of changes to training, Child Protection policy</p> <p>AGM reports by child Protection Officer</p>	<p>Leaders and staff open to change</p> <p>Seek out resources that for continuous improvement</p>
<p>Standard 10</p> <p>Policies and procedures document how the organisation is child safe</p>	<p>Child protection policy is specific to Central Mountains Baptist church and its ministries</p> <p>Child protection policy is available on website and in church</p> <p>Child protection policy and Practice is followed by staff and volunteers</p>	<p>Central Mountains Baptist Church Safeguarding Children and Vulnerable People A Child Protection Policy Code Of Conduct And Procedures 2020</p> <p>Version control records of changes to training, Child Protection policy</p> <p>AGM reports by child Protection Officer</p> <p>Records of reports to external bodies</p>	<p>Staff volunteers and community understand our approach to Child Protection</p> <p>People know how to access the Child protection policy</p> <p>Child Protection policy allows for accountability in keeping children safe</p>