

## **Risk Management Measures to Protect Children**

We, at Wolfville Baptist Church (WBC), realize that most people who want to work with children do so out of a heart of love and care with the best of intentions. However, because we are concerned about the protection of children and those who work with them, we propose to be guided by the following documents:

### **Risk Management Measures to Protect Children at Wolfville Baptist Church**

1. All persons desiring to work with children/youth through any ministry of WBC, shall complete the following as it applies to them:
  - Criminal Record and Child Abuse Registry checks, for all persons 16 years and older. They are to be given to the church to be held by the Minister of Christian Education and Community Outreach who will require the checks to be renewed every three years. **Any record of involvement with any abuse of children will, in all cases, disqualify the individual from working with children or youth at WBC.**
  - Interview with the pastor, and/or two members of the Board of Christian Education. References will be checked.
  - Training in risk management, proper methods and procedures for working with children and youth.
2. Any person who is accused of an offence against a child or youth shall be ineligible for service in any way relating to child and youth ministries during the course of the investigation or while charges are pending.
3. Any person who has been convicted of an offence against a child or youth, or whose name appears in the Child Abuse Registry, shall not be designated an approved worker. He/she shall not be eligible to participate in any activities of the church that would bring he/she into contact with children or youth.
4. An approved worker shall be a person of at least 16 years of age. Workers under the age of 16 must be under the supervision of an approved adult.
5. A "Floater" will be designated to make random walk-by visits to the classrooms. This "Floater" will be an approved adult who has the discernment and authority to intervene if necessary in a classroom.
6. When children are present in the building we will strive for a minimum of two leaders to be in attendance. It is preferred that a group composed of a single student shall

either be combined with another group or have two adult leaders present to avoid one-on-one situations.

7. Leadership development will be strongly recommended to all volunteers working with children and youth and offered through the church as ongoing training opportunities in risk management procedures.
8. A parental consent form will be used for special activities or events that require leaving the vicinity of the church and/or for overnight stays.
9. These Risk Management Measures will be monitored by the Minister of Christian Education and Community Outreach or, in the absence thereof, the Board of Christian Education and will be reviewed annually with appropriate professional consultation.
10. The Risk Management Measures to Protect Children, the Policy and the Protocol for Reporting Child Abuse will be posted on the church website, a hard copy will be kept in the office of the Minister of Christian Education and Community Outreach, and included in the WBC Annual Report.