

CULTURAL SAFETY AND EQUITY POLICY



Cultural Safety and Equity Policy

The Queensland Family and Child Commission (a statutory authority of the Queensland Government) requires all Child Safe Organisations to develop and implement a Cultural Safety Policy.

This Cultural Safety and Equity Policy (hereinafter referred to as “the Policy”) is the official Cultural Safety and Equity Policy of Windsor Road Baptist Church (hereinafter referred to as “the Church”).

The Policy aligns with the requirements of the *Child Safe Organisations Act 2024*.

Please note: If your Church has an annual turnover exceeding \$3 million, you will also fall into the category of complying with the Australian Privacy Principles.

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CULTURAL SAFETY AND EQUITY POLICY

1. Context

This Policy sits alongside the Safe Spaces Safeguarding Policy and focuses specifically on strengthening Cultural Safety, Equity, Diversity, and Inclusion for our Children, and their families. The Church is committed to ensuring that everyone is welcomed, respected and able to participate in our Children's ministries. Our commitment is grounded in the Gospel call to reconciliation and the vision of God's kingdom, where *"every nation, tribe, people and language"* is welcomed before His throne (Revelation 7:9).

2. Purpose

The purpose of this Policy is to provide a framework for strengthening cultural safety, equity, diversity, and inclusion in Church life. It guides the Church to:

- strengthen cultural safety for people from all backgrounds;
- nurture equity within our Children ministries;
- acknowledge and respect diversity;
- support inclusive practices; and
- uphold accountability within church governance.

3. Scope

This Policy applies:

- **People Covered** – All members of the Church Governance Group Members, staff, volunteers, contractors, visitors, parents, carers, and anyone else involved in Church activities;
- **People Protected** – Children; and
- **Settings and Activities** – All locations, programs and activities associated with Church sites, offsite events and excursions, online platforms, outreach ministries, and any partnerships involving children.

4. Definitions

Cultural Safety – An environment where Children from other cultures (including those from Aboriginal and Torres Strait Islander backgrounds) as well as their families feel safe, valued, respected, included, and able to participate in activities, programs and ministries.

Diversity – The recognition that each person is unique and brings different cultures, languages, abilities, identities, and experiences. It recognises the vastness of God's creation and the different perspectives people bring.

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Equity – Equity means treating people with fairness and compassion. It means removing barriers so that everyone, regardless of background or circumstance can belong and contribute. Equity creates an environment where thoughtful approaches and supports are provided so that Children feel safe, valued, respected, included, and empowered to participate in activities, programs and ministries.

Inclusion – The practice of creating safe environments where all people feel welcome, respected and heard. It creates a culture of belonging through supporting people to fully participate in Church life.

Trauma-Informed – An approach that recognises the impact of trauma and responds in ways that promote safety, empowerment, healing, and dignity while avoiding re-traumatisation.

5. Policy

5.1 Cultural Safety

The Church believes cultural safety is essential to child safety and wellbeing. We acknowledge that cultural safety is defined and determined by those from other backgrounds and cultures (including Aboriginal and Torres Strait Islander peoples and people from Culturally and Linguistically Diverse [CALD] backgrounds). We believe the Bible teaches unity is grounded in Christ and every background is valued in God's kingdom as it is incorporated into Christ's universal family.

"Consequently, you are no longer foreigners and strangers, but fellow citizens with God's people and also members of His household, built on the foundations of the apostles and prophets, with Christ Jesus himself as the chief cornerstone." (Ephesians 2:19-22)

The Church seeks to create culturally safe environments for Children by imitating God's unconditional love to everyone, regardless of their background. We seek to help them feel accepted, loved and valued as we invite them to explore a relationship with Jesus.

To strengthen cultural safety, the Church is committed to:

- rejecting racism and racial discrimination in all forms and actively promoting culturally safe behaviour;
- listening and responding to the voices of Aboriginal, Torres Strait Islander and CALD children and their families, and where relevant, co-designing child-safe safeguarding practices with them; and
- embedding culturally safe practices in Children's ministries.

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5.2 Equity

The Church believes the Bible emphasises the importance of equity in its teaching regarding the fair treatment for those who are marginalised or oppressed, and the idea that all people are equal in the eyes of God, regardless of their needs, abilities, background, or experiences.

“Speak up for those who cannot speak for themselves, ensure justice for those being crushed.”
(Proverbs 31:8)

The Church seeks to create safe and equitable environments by recognising that all Children, regardless of their differences and abilities, deserve the same opportunities to grow in their faith and feel like they belong.

To strengthen equity, the Church is committed to:

- listening and affirming the needs of Children;
- providing supports and reasonable approaches for Children and their families; and
- removing physical, cultural and social barriers along with unconscious bias.

5.3 Diversity

The Church recognises that diversity reflects the richness of God’s creation and God’s kingdom. Diversity should therefore be celebrated. Diversity is expressed through our belief that every Child is made in the image of God.

“There is neither Jew nor Greek, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.”
(Galatians 3:28)

The Church seeks to create safe environments by respecting the diversity of each culture, language, ability, identity, and background of every Child, providing them with opportunities to hear the Good News of Jesus.

To strengthen diversity, the Church is committed to:

- encouraging Children to have a voice in the decision-making that affects them;
- adapting programs and resources to reflect the needs of every unique person; and
- where relevant, connecting with specialist organisations to build awareness and inclusive practice.

5.4 Inclusion

The Church believes inclusive practices reflects God’s plan for all people to live in harmony as unique yet united members of His Body. Inclusion is expressed through a posture of welcome, respect and support, so that every Child can participate in the life of the Church.

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“Accept one another, then, just as Christ accepted you, in order to bring praise to God.” (Romans 15:7)

The Church seeks to create safe and inclusive environments for all Children by understanding their unique needs and ensuring they receive the support they need to feel included, explore their faith, and build friendships.

To strengthen inclusion, the Church is committed to:

- providing thoughtful and supportive approaches for Children who are neurodivergent, have a disability, a different cultural background, or identity-related needs;
- listening and responding to feedback while upholding the Church’s standards of faith and practice; and
- applying trauma-informed practice that promotes dignity, collaboration and healing.

6. Related Policies, Procedures and Guidelines

- *Safe Spaces Safeguarding Policy: Associated Policies, Procedures and Guidelines*
- *Workplace Health and Safety Policy*
- *Privacy Policy* (if relevant to your church)

7. Responsibilities and Review

- Church Governance Group – Approve the Policy, instigate an annual audit to ensure compliance, and oversee effective implementation of these processes.
- Safe Spaces Coordinator and Team – Manage the practical implementation of the Cultural Safety and Equity Policy and conduct an annual audit and review.

8. Approval & Next Review

Policy Owner: [Name or Role]

Approved by: [Name or Role]

Approval Date: [Day Month Year]

Next Review Date: [Day Month Year]

This Policy will be reviewed at least once a year, or sooner if there are changes in legislation, the Child Safe Standards, the Universal Principle, or Church activities.

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Version Control

Version	Date	Changes Made
1.1	04.12.2025	Policy developed and approved based on the 10 Child Safe Standards and the Universal Principle.

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