

Warrnambool Community Garden

Policies and Guidelines June 2025



This document outlines the garden's rules that members are expected to follow. These are reviewed every two years, or more frequently if required by changes in legislation, operational needs, or member feedback.

Vision

Our community will produce its own food and have knowledge, skills and passion for sustainable living.

Aim

The Warrnambool Community Garden is a place all can come to for:

- Community education, learning about organic gardening and sustainable living.
- Growing and sharing food.
- Community events and gatherings for networking and friends.

Values

These shared values are at the heart of all our work, including the management of the garden:

Inclusiveness. The garden is a place for everyone. We welcome people of all backgrounds, abilities, ages, and experiences to contribute and belong. We recognise that diversity strengthens community and enriches the garden. By creating accessible spaces and practices, members feel valued and participate fully in garden activities and decision-making.

Empowerment. We're not just nurturing plants, but people. The garden provides opportunities for members to develop skills, share knowledge, and grow in confidence. We support each other to take initiative, make decisions, and lead projects that benefit our garden and the community. Through collective learning and action, we inspire personal growth and community resilience.

Ecological, social and economic sustainability. Healthy communities require balance across many dimensions. We tend our garden with sustainable practices that protect and enhance natural systems and build meaningful connections. Our approach recognises that true sustainability comes from honouring the interconnections between environmental health, community wellbeing, and responsible resource use.

Reducing, reusing, recycling, restoring, replenishing. We embrace the cycles of nature in all our efforts. From composting garden waste to repurposing materials, we minimise our environmental footprint while maximising our impact. We commit to regenerative practices that give back more than we take.

Relationship to other documents

Constitution

These policies and guidelines operate under the authority of the Warrnambool Community Garden constitution, which sets out the Association's structure and legal responsibilities. If there is any inconsistency between the constitution and this document, the constitution takes precedence.

Member welcome pack

This companion guide gives new members a practical introduction to the garden, including how to get involved and what to expect. The welcome pack supports day-to-day participation, the policies and guidelines provide the formal rules and expectations. In the event of a discrepancy, the policies and guidelines take precedence.

Our purpose

To promote mental health and wellbeing and to reduce social isolation by providing a welcoming space where people can come together and share activities and projects. Examples include:

- Developing and maintaining a community garden and promoting sustainable living in Warrnambool.
- Cultivating a productive, beautiful and financially sustainable community garden.
- Supporting other community gardens in the region.
- Using organic and sustainable gardening techniques, based on permaculture principles.
- Welcoming all members and visitors into the garden, providing them with opportunities to use and enjoy the garden.
- Striving to include all members of the community in its activities, including people of diverse ethnic or cultural backgrounds, religion, age, relative ability or economic circumstances.
- Fostering opportunities for different generations and cultures to work together, support and learn from each other.
- Introducing children to the joy of gardening and community.
- Making the garden available as a place for community feasts, events and celebrations.
- Integrating the arts and fostering creativity.
- Promoting gardening as a means of achieving good health and wellbeing.
- Creating opportunities for research, formal and informal learning about gardening, sustainability, healthy foods and co-operative endeavours.
- Contributing to the preservation and improvement of Warrnambool's natural environment.
- Respecting and working in harmony with each other and nature.
- Preserving and enhancing the biodiversity of indigenous habitat and species.
- Protecting and enhancing the genetic diversity of our food.
- Advocating for the values expressed in this statement of purpose.

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1. Governance & management

1.1 Committee

Warrnambool Community Garden Incorporated (WCG, the garden) is a not-for-profit community organisation and registered charity incorporated in 2007. The instrument of incorporation is the *Constitution* or the *Association Rules Warrnambool Community Garden Inc.* Within this framework the governance structure is defined and authority for this governance is invested in the committee.

The committee meets monthly (on each second Tuesday at 5.30pm or as otherwise agreed) at the HUB on site. The quorum for committee meetings is five. All members are warmly invited to attend these meetings. A call for agenda items for the committee meeting is made prior to each meeting and the agenda circulated via email to committee members beforehand. The minutes of each meeting are emailed to all members.

Committee member contact details are available from the secretary via secretary@wcg3280.org.au.

1.2 Strategic plan

The strategic plan is on the website under the resources section. Annual plans for the garden are developed from strategic priorities and reviewed annually. All members are encouraged to participate in strategic and annual planning.

1.3 Insurance

As a club affiliated with the Royal Horticultural Society of Victoria (RHSV) the garden is covered by the RHSV's Public/Products Liability and Volunteer Workers Insurance, provided annual fees based on membership numbers have been paid. Members are covered by insurance up to the age of 100 and names of members working on site need to be recorded to be covered.

The garden is covered with WorkCover Insurance and Building and Tools independently from the RHSV.

1.4 Sale of garden produce

Funds are raised by selling produce, seeds and seedlings from the communal garden plots and hothouses. Individual and organisational plot holders are encouraged to contribute when they can. Spending of funds raised through these sales is based on the priorities identified through the annual and strategic planning processes and approved by the committee.

Barter and exchange of produce, seeds, seedlings and garden tips between members is wholeheartedly encouraged.

1.5 Conflict resolution

The garden aims to promote a tolerant, accepting, and inclusive environment. Members should behave in a manner according to the constitution, our values and these policies and guidelines.

The constitution sets out the grievance dispute process used by members should conflict arise. Any membership, plot or site related problem or concern that cannot be resolved privately may be dealt with in consultation with the committee in accordance with the grievance dispute process.

2. Members

2.1 Application and joining process

Individuals, groups and organisations wanting to become a member are required to fill out the membership application form. The applicant is contacted and becomes a member by paying the appropriate fee for their membership type. Members can apply for a private plot, choose to work in the communal plots and shared spaces, including the herb garden, bush food area and Chook Hilton.

When joining the garden community, new members participate in an induction to learn about how our garden works, safety practices, and community guidelines.

The induction helps everyone get the most out of their garden experience and ensures we maintain a safe, inclusive environment. Induction materials are available in the HUB. Depending on circumstances, inductions may be conducted in person, through written materials, or digitally.

2.2 Membership fees

Membership and plot fees are reviewed at the November Annual General Meeting (AGM) and all members will be notified via the AGM minutes each year of any changes to fees. Renewal notices will be sent to members annually and payment is due within one month of being invoiced.

New members who join during the year will be charged a 50% pro-rata membership fee if they join in the latter half of the membership year. If there is less than three months until renewal is due, fees paid will count towards the following financial year. If they acquire a plot, plot fees are charged pro-rata in the same manner as membership fees until the start of the next membership cycle where the full fee applies.

Members forfeit their membership and garden plot (if applicable) if they do not pay their annual membership and garden plot fees by the due date.

3. Responsibilities and expectations of members

All members are expected to comply with the constitution, our values and these policies and guidelines which exist to enable the garden to operate smoothly for the benefit of all and to meet any legal requirements. A copy of the documents is provided on the [website](#).

Members are required to advise the secretary via secretary@wcg3280.org.au of any change of address, phone number or email from what was provided in their application form.

As a voluntary community organisation, members are encouraged to give about an hour a week on average over the year as their community contribution according to their interests, skills and experience. Examples of community contributions include:

- Working in the communal plots and shared spaces
- Attending scheduled working bees for site maintenance
- Participating in seasonal celebrations, events and open days
- Attending or leading gardening workshops
- Providing articles for the monthly newsletter
- Becoming a member of a work team e.g. chook crew, herb garden, project team
- Providing a specialised skill such as communications support, fundraising and grant writing, photography, or anything else relating to our purposes.

3.1 Communication

Clear, respectful and regular two-way communication between members and the committee is essential for the successful operation of the garden. Members are encouraged to attend the AGM each year and are invited to attend monthly committee meetings. They can provide feedback and suggestions by talking to any committee members, in writing by emailing or messaging, the contact form provided on the website or via a suggestion box.

Formal communication channels include emails from and to the convenor, deputy convenor, treasurer and secretary.

Informal communication channels include:

- The newsletter
- Committee and team meetings
- Noticeboards in the HUB
- On-site signage
- Pockets in the HUB to provide information to members with specific roles.

The following documents, project reports and gardening related material are available on our website, wcg3280.org.au:

- The constitution
- Policies and guidelines
- Membership application form
- Strategic plan
- Annual reports
- Guidelines for different garden groups.

3.2 Social media

Members may be given access to post on behalf of the garden. To ensure our social media presence is positive, respectful, and reflects our shared values, the following should apply to all posts.

Represent the garden's values

- Treat all members and followers with kindness and respect.
- Avoid posting content that is offensive, discriminatory, or inflammatory.
- Only post photos or information about other members with their permission.
- Do not share private or sensitive information.

Stay on topic

- Keep posts related to gardening, community events, and garden updates.
- No advertising or promotion of unrelated products or services.
- Share successes, helpful tips, and positive stories.
- Address concerns or complaints privately, not publicly online.

Follow the law

- Do not post copyrighted material without permission.
- Follow all applicable social media platform rules and laws.

Content that violates this policy will be removed, and individuals who repeatedly disregard these guidelines will have their administrative privileges removed.

4. Private plot fees and information

4.1 Plot fees

Only financial members are eligible to apply for a garden plot or to be placed on a waiting list if all plots are taken. Garden plots are limited in space and number so will be allocated as and when they are available subject to confirmation from the committee.

Application for a plot is via the committee who works with the site manager. A member has access to one plot with a standard plot is approximately 4m x 4m, with some variability. All plots are the same price.

Plots are leased on an annual basis with fees due at the annual membership renewal each year. Plot fees are reviewed at the November AGM and are not refundable.

Plot holders will be automatically offered a renewal of their lease unless the committee deems their use of the plot doesn't meet guidelines.

4.2 Plot use

Plots are for the growing of vegetables, small fruits, herbs and flowers. Trees, permanent shrubs, plants that have weed potential like mint or raspberries that are hard to control are not allowed.

The committee reserves the right to ban any plants that are illegal, considered weeds or have weed potential.

4.3 Keys

All members can apply for a key for site access. The key opens the gate padlocks, the HUB building, the Chook Hilton, and the tool shed. If you have been allocated a key, you must lock all buildings and gates if you are the last to leave the garden.

The Committee will issue a key to members. A deposit is required for a key, which is refundable upon ceasing to be a member. Lost keys must be reported to the Committee with replacement cost incurred by the member. Members must not give their key to another person.

4.4 Transfer of plots

If a member no longer wants their plot, they must advise the committee. Plots are not transferable to another member.

4.5 Forfeiture of plots

Members will forfeit their plot if they have not paid their annual membership fee and garden plot fee within one month of being invoiced.

If a gardener is deemed by the committee to have acted in a manner contrary to the constitution, our values or these policies and guidelines, they may be asked to forfeit their membership and plot.

If a plot is not regularly maintained the committee may choose to not offer a renewal for that plot for the following year.

4.6 Care and maintenance of plots

All members and visitors are expected to be considerate and respectful of all plots and the gardening techniques of others. Private plot holders should follow the following guidelines:

- Use your plot intensively over the whole year and harvest produce in a timely manner.
- When considering borders around plots be mindful they are done in a mutually acceptable way with neighbours.
- Don't enter or remove produce or equipment from the plot of another member unless the plot holder has granted permission.
- Be responsible for the care and maintenance of your plot and ensure its kept free of rubbish and any items that might obstruct pathways.
- Don't drag a hose over other gardeners' plots. Leave hoses neatly coiled on posts, ensuring taps are turned off firmly.
- Remove weeds, diseased plants and pests to prevent the spread of problems to other plots.
- Familiarise yourself with the various composting systems. Keep these systems effective by chopping soft green garden waste, separating 'wicked weeds' and woody materials and depositing them in the appropriate marked bins or bays.
- Permanent structures should not be built on individual plots. Raised garden beds are an exception to this.
- Plant supports, such as garden stakes and mesh, may be used, but with care and consideration of the impact on neighbouring plots.

Members are responsible for the ongoing improvement of their plot soil through

addition of compost, green manure crops, animal manures and mulch. Soil must not be removed from other garden plots.

It is expected that plots don't become overgrown and covered with weeds. Plot holders are to advise the Committee or other members if they can't tend their plot for an extended period.

5. Site management practices

Everyone involved in the community garden from members to visitors should demonstrate respectful, inclusive behavior and communication. Members of the public are welcome to visit the garden and HUB.

Pets are not allowed. All rubbish and litter must be taken home or composted. Members can report pest plants and animals to the committee.

5.1 Vehicles inside the gate

Vehicle traffic inside the gates is to be kept to a minimum. Vehicles are only permitted on the internal road of the garden to deliver or collect large or heavy objects, move materials or people with physical limitations.

Generally, all vehicles should be parked outside the gates.

5.2 Water management

Subject to any prevailing water restrictions specified by government agencies or water authorities, gardeners should use water carefully at all times and avoid overwatering. No sprinklers should be left unattended on private plots. To conserve water, garden beds should be well mulched.

5.3 Using chemicals

The use of non-organic compounds (e.g. herbicide, insecticides and fungicides) is strictly forbidden in food growing areas. Organic gardening principles are encouraged and supported.

5.4 Mulch, compost and manure

Mulch, compost and manure are usually available on site to anyone unless indicated otherwise on signage. Packed materials (straw bales, bags of manure, worm tea) are for purchase. Purchases are recorded in the marked folder in the HUB, with the payment instructions followed.

Loose materials are free to be used on site.

5.5 Tools and equipment

The garden has a range of manual tools and equipment available for use by all members, stored in the garden shed. Tools and equipment must always be cleaned and returned to the shed after use and must not be removed from the site.

The garden trailer is available for approved garden activities but should not be taken off site without the approval of the site manager.

Any damage such as tool damage or incidents, such as theft or vandalism, should be reported to a committee member or the secretary via secretary@wcg3280.org.au

Incidents of theft or vandalism will be investigated by the committee in accordance with the disciplinary procedures outlined in the constitution, which may result in suspension or termination of membership.

6. Hire of site

The site is available for community use for events that align with our purpose. Use for the garden, quarry amphitheatre, pavilion, HUB and other areas, including conditions of use are outlined in the venue hire terms.

6.1 HUB

The HUB (Healthy Urban Building) is an integral part of our site. It can be booked for occasions that relate to our purpose, workshops or meetings. Members and non-members will be expected to pay a hire fee for bookings.

Bookings may be sought by emailing the secretary via secretary@wcg3280.org.au.

Members have priority access to the HUB. It can be booked for group usage by members for activities related to the garden e.g. the HUB is used by the herb group every Tuesday morning.

During bookings and group use of the HUB, the bathroom and tea and coffee facilities must remain available to members.

Equipment and appliances

New users of the kitchen in the HUB will be given an induction by a trained member.

The oven, stovetop, BBQ and pizza oven can only be used by members or under instruction from members who have undertaken appropriate training in:

- Suitable cookware for use on the induction stovetop.
- Cleaning procedures and fire prevention measures when using stovetop
- Safe use of sharp knives, kitchen appliances and powered utensils
- Use of the fire extinguisher.

Cords should be kept from dangling and power should be turned off when not in use.

Cleaning and maintenance

When cleaning the HUB please ensure that the eco-friendly cleaning products under the sink are used and that **only vinegar** is used to clean the toilet.

Use of the library

The library is in the HUB for member reference. If members wish to borrow any of the library resources for a short period they should speak to the site manager.

6.2 Pavilion

The garden pavilion is a flexible space within the garden. It's a place to shelter from the sun and rain, to rest or meet. Workshops are sometimes run in this space.

The pavilion must be left in a clean & tidy condition with all equipment and toys put away after use.

The tap water at the sink is not suitable for drinking, but can be used for other purposes, such as rinsing produce or washing hands.

Any damage or items requiring maintenance should be reported to a committee member or the site manager.

6.3 Quarry Amphitheatre

The amphitheater is a large open space suitable for music, entertainment, markets and larger events. It's a special area and users of space need to respect it's history and leave it in a better state than they found it.

There are electrical points located around the space, the water taps are not suitable for drinking, but can be used for other purposes, such as rinsing produce or washing hands.

After use, the site will be inspected as part of the venue hire terms.

6.4 Market Green

This flexible flat grassed area overlooks the pond and garden, it's suitable for small to medium sized functions and seating can be provided. There are electrical points located around the space, the water taps are not suitable for drinking, but can be used for other purposes, such as rinsing produce or washing hands.

7. Employment and induction

The garden employs one staff member in the role of site manager. The committee is responsible for ensuring the role is clearly defined, supported, and managed in line with relevant workplace laws and good practice.

7.1 Induction and onboarding

New employees must be provided with a basic induction which includes:

- A position description and explanation of duties
- Workplace health and safety information
- Site layout and emergency procedures
- Access to relevant policies
- Key contacts and communication procedures,
- An employee record including emergency contacts, relevant qualifications or licences (first aid, machinery use), and any disclosed medical needs will be maintained securely.

7.2 Employment terms

The employee will be provided with:

- A written agreement or letter of engagement
- Details of pay, leave entitlements, and hours of work
- Superannuation arrangements
- WorkCover coverage
- A designated Committee contact for HR matters

Wages and conditions will comply with the relevant Modern Award or Fair Work Act requirements.

7.3 Ongoing supervision and support

The convenor or delegated committee member will meet regularly with the site manager to:

- Provide guidance and support
- Address any health and safety concerns
- Review work priorities and resolve issues as they arise

The committee will ensure that the employee has access to training and development opportunities where needed to fulfil their role safely and effectively.

7.4 Contractors

Where contractors are engaged (e.g. for events, repairs, deliveries or maintenance), the committee must ensure they are inducted on safety procedures and site access expectations. Copies of relevant licences and insurance may be requested before work begins.

8. Health & Safety

Everyone, including members, employees, volunteers, contractors, community groups, partner organisations, and visitors has a shared responsibility to help create a safe and healthy environment. No task is so urgent that it cannot be done safely.

As the employer of a site manager, the committee acknowledges its legal responsibilities under the *Occupational Health and Safety Act 2004 (Vic)*. While operating as a small, volunteer-run organisation, the garden aims to meet these obligations in ways that are clear, practical, and appropriate to our setting.

8.1 Committee responsibilities

The committee will:

- Maintain the site and conduct regular hazard inspections.
- Provide first aid facilities and clear emergency procedures.
- Offer relevant safety training and inductions.
- Consult with employees, volunteers, and members on health and safety matters.
- Review and follow up on reported incidents and hazards.
- Notify WorkSafe Victoria in the case of serious incidents.
- Ensure safety information is accessible and easy to understand.

Health and safety will be a standing item at committee meetings. Any incidents or hazards raised will be recorded in the minutes and followed up by a nominated committee member.

8.2 Reporting and communication

All users are encouraged to report hazards or unsafe situations to a committee member. In the case of a major incident, the convenor must be notified as soon as possible.

If an issue presents an immediate risk, the convenor or person in charge may direct work to stop until the situation is made safe. If the risk cannot be resolved on site, the Committee will contact WorkSafe Victoria for guidance or inspection.

Incident and emergency response

- In the case of an emergency, call 000 and follow operator instructions.
- Garden address: Corner Grieve Street and Grafton Road, Warrnambool.
- Evacuate to the closest exit, bottom gate near the nursery or top gate near the HUB.
- All injuries, hazards, or near misses, no matter how minor, must be recorded in the incident book, located in the HUB first aid kit.
- Emergency contact numbers and procedures are displayed in the HUB and shed.
- First aid kits are available in the HUB, pavilion, container, and tool shed. A defibrillator is in the HUB.
- Fire extinguishers and fire blankets are available on site and checked regularly.

8.3 Safety practices and PPE

All members, employees, and contractors must wear appropriate personal protective equipment (PPE) for their tasks and bring their own gear as needed.

Basic safe practices include:

- Wearing covered footwear, no thongs or high heels
- Using sunscreen, hats, and staying hydrated
- Wearing gloves and dust masks when handling mulch or compost
- Keeping paths clear and lifting safely
- Informing others if you have a medical condition that may require assistance
- Additional PPE may be required for specific tasks, such as:
 - Eye and ear protection when using tools
 - High-vis vests near vehicles
 - Knee pads or wet weather gear
 - Face masks and hand sanitiser

All PPE must be used in accordance with inductions or training.

8.4 Training and qualifications

The site manager and any contractors or authorised volunteers operating tools or equipment must hold relevant training, licences, or experience. The committee maintains a secure internal record of qualifications and updates it as needed.

8.5 Equipment and tool use

Only individuals who have completed an induction may operate power tools, tractors, or high-risk equipment. PPE must be worn, and tools must be inspected before use. Unsafe tools must be tagged and reported.

8.6 Bullying and harassment

All members are expected to behave in line with the garden's values, policies and guidelines.

- Bullying is repeated, unreasonable behaviour that creates a risk to wellbeing.
- Harassment is unwelcome conduct that offends, humiliates, or intimidates.

Reports should be made to the convenor and will be investigated fairly. All parties involved will be informed and given a chance to respond. Decisions will be made impartially.

8.7 Drugs, alcohol and smoking

- Alcohol is only permitted on site with committee approval.
- Illegal drugs are prohibited.
- Smoking is not allowed anywhere on site, including in the HUB. Those smoking outside the fence must avoid entrances and dispose of cigarette butts properly.

8.8 Children in the garden

Children are welcome at the garden but must be always supervised by an adult.

8.9 Safety management procedures

To support day-to-day safety, the garden uses a set of practical systems maintained by the committee and site manager:

- **Safe operating procedures (SOPs):** Guidance for activities like use of the garden tractor, mowing, using power tools, working at height, and manual handling. These are updated by the committee and available to authorised users.
- **Equipment maintenance and checks:** Tractor use, ride-on mowers and other equipment are subject to regular maintenance and pre-start safety checks. Faulty equipment is tagged and removed from use.
- **Working in extreme weather or alone:** Members are encouraged to check the forecast and assess conditions before working. When working alone, members should carry a phone and inform someone of their whereabouts.
- **Chemical use and storage:** A chemical register and safety data sheets (SDS) are maintained in the policies and guidelines folder. All chemicals are clearly labelled and stored safely in approved containers.
- **Incident reporting and investigation:** A clear process exists for recording incidents in the onsite logbook. Serious incidents must be reported to WorkSafe Victoria, and follow-up actions documented.
- **Return to work:** If an employee is injured, the committee will meet its obligations under Victorian workers' compensation law, including providing suitable duties and planning a supported return to work.
- **Site inspections:** Periodic inspections are conducted to check for hazards and ensure a safe site layout. Findings are recorded and acted upon.
- **Emergency readiness:** Fire extinguishers, first aid kits, emergency contacts,

and evacuation procedures are posted clearly and included in all inductions.

All safety forms, logs, and checklists are stored in the policies and guidelines folder, available to the committee and site manager and reviewed regularly.

9. Privacy

Warrnambool Community Garden is committed to protecting the privacy of its members, volunteers, employees, and visitors. The garden complies with its obligations under the *Privacy Act 1988 (Cth)* and handles personal information with care and respect.

9.1 Personal information

Personal information refers to any data that can reasonably identify an individual. This may include:

- Name and contact details (e.g. phone number, email address, postal address)
- Emergency contact information
- Medical information disclosed for safety or wellbeing purposes (e.g. allergies, relevant health conditions)

Personal information is collected during:

- Membership applications and renewals
- Volunteer sign-ups and inductions
- Employment processes (for the site manager)
- Event or activity participation

9.2 Use and storage of personal Information

Personal information is used for the day-to-day operations of the garden. This may include:

- Communicating with members and volunteers
- Coordinating activities and events
- Managing safety, wellbeing, and insurance matters
- Complying with legal and regulatory requirements

Information is stored securely and access is limited to relevant Committee members. Records are kept only as long as reasonably necessary to fulfil the purpose for which they were collected.

9.3 Access and corrections

Individuals may request access to their personal information and ask for corrections if the information is inaccurate or out of date. The Committee will take reasonable steps to ensure the accuracy and security of records.

9.4 Confidentiality

Committee members, employees, volunteers, and contractors are expected to maintain confidentiality when handling personal or sensitive information obtained through their involvement with the garden.

This includes:

- Not sharing private information without the explicit consent of the person concerned (unless legally required)
- Ensuring documents containing confidential information are stored securely and not left unattended
- Avoiding discussions involving personal or sensitive matters in public or shared spaces
- Respecting confidentiality even after an individual's membership, employment or involvement with the garden has ended

Any breach of confidentiality may be considered a serious matter and addressed by the Committee as appropriate.

10. Conflict of Interest

Committee members and staff of Warrnambool Community Garden are expected to always act in the best interests of the garden.

A conflict of interest may occur when personal interests (financial or non-financial), or those of family or associates, could influence—or be seen to influence—decision-making in the garden's affairs.

To maintain integrity and transparency:

- Any actual, potential or perceived conflict of interest must be disclosed to the Committee as soon as possible.
- Disclosures are recorded in a Register of Interests maintained by the secretary.
- The committee will determine how the conflict should be managed. This may involve excluding the conflicted person from decision-making on that matter.
- In cases of uncertainty, the committee may seek external guidance (e.g. from Justice Connect or ACNC resources).

Managing conflicts of interest is a shared responsibility. Disclosures help protect the garden's reputation and ensure all decisions are made fairly.

For questions about this, contact the committee through the secretary via secretary@wcg3280.org.au