

CODE OF CONDUCT

For Church Leaders

Purpose

This Code of Conduct outlines appropriate standards of behaviour which **Brimbank Church of Christ** ('the church') requires from all staff and volunteers in a ministry program.

The purpose of this Code is to:

- affirm the values that guide our ministry
- promote and foster confidence within the church and the community
- facilitate accountability among church Leaders
- guide our conduct and actions in Christian Leadership.

Following this code will help to protect people participating in our programs and activities from abuse or inappropriate behaviour by staff or volunteers.

It will also help staff and volunteers to maintain the standards of behaviour expected of them and will reduce the possibility of unfounded allegations of abuse being made against them.

Commitment to Safety

The church is committed to being a safe place for all people. We value diversity, subject to Biblical principles, and do not tolerate any unlawful discriminatory practices. We are committed to the inclusion and empowerment of all people in accordance with Biblical principles, and believe all people have the right to have their views and opinions acknowledged, especially on matters that directly affect them. We actively work to create a culture of safety and employ transparency, accountability and risk management practices to prevent abuse from occurring.

The church has a zero-tolerance policy for any type of abuse and will report all allegations and concerns for the safety of vulnerable people to the appropriate authority.

Upholding this code of conduct

All members of staff and volunteers are responsible for promoting the safety and wellbeing of all those participating in church activities.

All members of staff and volunteers are required to report any concerns or breaches of this code to:

Safety Contact Person: Gregg Beasley

Phone: 0419 878 410

Email: gregg.beasley@gmail.com

Staff and volunteers who breach this code of conduct may be subject to the church's disciplinary procedures. Any breach of the code involving external workers/volunteers may result in them being asked to leave the church and any associated programs/events/ministries.

Serious breaches may also result in a report being made to authorities such as the police, the local statutory authorities and/or the Professional Standards office of Churches of Christ Victoria and Tasmania.

I WILL:

- conduct myself in a manner that is consistent with the values of the church
- conduct myself in a manner appropriate to the positional power I have as a representative of the church
- have a personal relationship with Jesus Christ and seek His teaching and guidance

- be committed to my spiritual growth through regular prayer, Bible reading and quiet time with God
- attend church services regularly
- act with sexual purity as described in the Bible, as a single person or within a heterosexual marriage
- act with financial integrity
- treat all people with respect regardless of race, colour, gender, language, religion, sexual orientation, political or other opinion, nationality, ethnic or social origin, culture, disability, birth or other status
- respect cultural differences
- be accountable and transparent in my actions, words, and conduct
- endeavour to provide a welcoming, inclusive, and safe environment for all people
- encourage open communication between all people, allowing people to participate in the decisions that affect them wherever practicable
- encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like
- comply with all relevant Australian and local legislation
- self-assess my behaviour, actions, language and relationships with vulnerable people
- take responsibility for ensuring I am accountable and for not placing myself in positions where there is a risk of allegations being made. Wherever possible, I will ensure that another adult is present when I am working in the proximity of children. I will discuss other measures as necessary with the Safety Contact Person or other appointed person
- avoid favouritism
- ensure any contact with children, young people or vulnerable adults is appropriate and within the parameters of the program/event/ministry
- ensure my language is appropriate and not offensive or discriminatory
- endeavour to provide examples of good conduct in daily activities
- challenge unacceptable behaviour by others
- report any concerns regarding abuse by any person in accordance with the church's reporting procedures
- keep confidential all information that I am party to regarding child protection cases, disclosing and discussing information only with the Safety Contact Person or other parties as designated by them and according to the church's reporting procedures
- immediately disclose to the Safety Contact Person all charges, convictions, and allegations made against me
- avoid acting in a way that can be perceived as threatening or intrusive
- avoid acting in a way that shows unfair or inappropriately differential treatment of people
- avoid making any sarcastic, insensitive or derogatory comments in any format including verbal, written or online.

I WILL NOT:

- engage in bullying, emotional abuse, harassment, physical abuse, sexual abuse or spiritual abuse of any person
- engage in behaviour that is intended to shame, humiliate, belittle, or degrade others

- condone or participate in behaviour that is illegal, unsafe, or abusive
- use inappropriate, offensive, harassing, abusive, sexually provocative, demeaning, culturally inappropriate or discriminatory language
- use any computer, mobile phone, video, camera, or any other device to exploit or harass anyone
- make sexually suggestive comments in any format including verbal, written or online
- use any prohibited substance
- seek personal advantage or financial gain from my position, other than in wages, recognised reimbursements, allowances, and deductions
- knowingly take property belonging to others, including intellectual property (copyright)
- knowingly make false, misleading or deceptive statements
- allow allegations, disclosures or reasonable concerns about abuse to go unreported
- do things of a personal nature that a child or vulnerable adult can do for him/herself, such as assistance with toileting or changing clothes.
- hit or physically assault any person (this includes physical punishment of children other than my own)
- develop inappropriate relationships with children, young people, or vulnerable adults
- conduct a sexual relationship with any person under my care or supervision including all recipients of ministry
- conduct a sexual relationship with a child or young person or indulge in any form of sexual contact with a child or young person
- seek to contact, or spend time with, any child or young person that I meet in my role as a representative of the church outside of the designated tasks and activities set for performing my role
- release or discuss any personal confidential information about suspected or proven child abuse or protection cases with anyone other than with the Safety Contact Person and other parties as designated by them and according to the church's reporting procedures
- let children and young people have my personal contact details (mobile number or address) without first obtaining approval from the governing board
- make inappropriate promises to children and young people, particularly in relation to confidentiality.

Consent:

I understand the above Code of Conduct and agree to uphold the standards of behaviour described in it. I understand that disciplinary measures and legal steps as appropriate will be taken by the church if I am found to be in breach of the Code of Conduct. This will include reporting as applicable to the relevant authorities.

Name:

Witness Name:

Signature:

Witness Signature:

Date:

Date:

Micah 6:8 (NIV)

He has shown you, O mortal, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.