

# CODE OF CONDUCT

## Staff & Volunteers

Deception Bay Baptist Church is committed to creating safe spaces where all people can be confident that they will be cared for, nurtured and encouraged as they grow in God and, at the same time, protected from abuse or harm of any kind.

As part of this commitment, staff and volunteers are required to sign and abide by this Code of Conduct. This Code of Conduct seeks to reflect the Biblical call to godliness and faithfulness in ministry (e.g., 1 Timothy 3).

### I Will Be Servant Hearted

- I will have a personal relationship with Jesus and be committed to working on my spiritual growth through regular prayer, Bible reading, giving and church attendance.
- I will conduct myself in a manner that is consistent with the Christian faith and values, being mindful of my language, behaviour and dress.

### I Will Act With Integrity

- I will treat all people with respect, love and care, being mindful of the differences of others and their values and culture and ensuring that my language is appropriate and not offensive or discriminatory.
- I will respect the Church as being a drug, alcohol and smoke-free environment.
- I will act with sexual purity; sexual intimacy being kept within the confines of a marriage relationship and not viewing, possessing, producing or distributing pornographic or other restricted material.
- I will seek integrity in my financial dealings and will not seek financial gain from my church role.
- I will obey local, state and federal laws and disclose to the Church Governance group if I have previously been or currently under investigation for any criminal offences.

### I Will Provide Safe Spaces

- I will act in accordance with the Safe Spaces Safeguarding Policy, Workplace Health and Safety guidelines, policies and procedures and additional specific Church guidelines, policies or procedures.
- I will recognise the limits of my personal responsibilities, vulnerabilities, skills, experience, and competencies. For example, only providing counselling within my level of competency.
- I will respect privacy and protect the confidential information of others (including online or in social media), except where such information would bring harm to the individual or another (refer to Church's Privacy Policy).
- I will report any suspicion or disclosure of abuse (physical, sexual, emotional, mental, neglect or spiritual) and understand my mandatory reporting obligations for sexual offences, as per the Safe Spaces Safeguarding Policy.
- I will report all accidents/incidents to the ministry leader or the Church Governance group, seeking to ensure that the spaces and activities that I'm involved with are physically, emotionally and spiritually safe and do not put people at risk of harm.

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## **I Will Not Be An Unsafe Person**

- I will not use my position inappropriately, especially in situations where there are power imbalances.
- I will not engage in bullying, harassment, abuse or harm to anyone.
- I will not engage in any unlawful activity with or in relation to a child, young person, vulnerable adult or other person.
- I will not seek to be alone with a child, young person or vulnerable adult.
- I will not arrange personal contact, including online contact, with a child, young person or vulnerable adults outside of the Guidelines for Creating Safe Environments.
- I will not use inappropriate language in the presence of a child, young person or vulnerable adult or show or provide them with access to inappropriate images or material.

## **I Will Not Provide Unsafe Environments**

- I will not engage in any activity that is likely to physically, sexually or emotionally harm a child, young person or vulnerable adult.
- I will not volunteer in any capacity whilst under the influence of alcohol or prohibited drugs.
- I will not take property belonging to others, including intellectual property.

## **If I Observe A Breach Of This Code, I Will:**

- I will act to prioritise the best interests of children, young people and vulnerable adults.
- I will take action promptly to ensure that children, young people and vulnerable adults are safe.
- I will promptly report any concerns to my Ministry Leader or Safe Spaces Team.
- I will follow the Church's policies and procedures for receiving and responding to complaints and concerns

## **I agree to abide by this Code of Conduct whilst working / volunteering with Deception Bay Baptist Church.**

- Any breach of this Code of Conduct involving a criminal offence may lead to a report being made to the relevant authorities.
- Any breaches relating to the harm or risk of harm to a child, young person, or vulnerable adult will be dealt with under the Safe Spaces Safeguarding Policy.
- Any other breach will be considered in the light of providing a safe space for all and may result in the staff member or volunteer being stood down either temporarily or otherwise.