

Code of Conduct for West Preston Baptist Church

Everyone who attends our church needs to be confident that they will be treated with respect and dignity, and protected from spiritual, physical and emotional harm.

This Code of Conduct outlines expectations about what practices (behaviours and responsibilities) are supported and what practices are NOT condoned. The Code of Conduct recognizes that everyone is responsible for promoting a culture of safety and wellbeing.

All church employees and volunteers are required to commit to this Code of Conduct.

Code of Conduct

I will demonstrate the following behaviours:

1. Conduct myself in a manner that honours God, including praying regularly with and for the people and ministry of the church.
2. Adhere to all church policies, and in particular the Safe Church policy.
3. Uphold confidential or private information except if there is a legal obligation or duty of care issue, in accordance with the WPBC privacy policy.
4. Promptly report any disclosures, risks identified, or concerns about child safety.
5. Actively promote a safe environment where bullying, emotional abuse, harassment, racist comments, physical abuse, sexual abuse or spiritual abuse of any person is neither tolerated nor able to take place.
6. Act with respect, love, humility and compassion to everyone, irrespective of age, race, gender, status, religious position, sexual orientation, cultural background, or other characteristics.
7. Communicate appropriately and respectfully with each other.
8. Respect other people's ideas and opinions.
9. Act with honesty and be accountable to team/activity participants and the broader church leadership.
10. Seek additional assistance where grievances occur, and a resolution is not forthcoming. Issues pertaining to criminal actions, bullying or sexual misconduct will be handled in accordance with the law, West Preston Baptist Church policies, and Baptist Union of Victoria policies.
11. In all financial matters of the church act with scrupulous honesty and be publicly accountable for all monies handled by me.

When this code is breached, the situation will be managed according to the *WPBC's Misconduct & Conflict Resolution Policy* and, where relevant, the procedural document *'Responding to allegations of child abuse or risk of harm'*.

I agree to adhere to the WPBC Code of Conduct as outlined above.

Name:

Signature:

Date:

For those involved in the children's ministry programs, please read and sign overleaf too.

ADDITIONAL REQUIREMENTS FOR THOSE INVOLVED IN PROGRAMS WITH CHILDREN AND YOUNG PEOPLE

Under no circumstances will leader and helpers engage in any of the following:

- Invasion of the privacy of children when they are in the toilet
- Rough, physical or sexually provocative games
- Making sexually suggestive comments about or to a young person
- inappropriate and intrusive touching in any form
- any ridiculing, rejecting or bullying of a child or young person.

Physical punishment is not to be used when controlling or disciplining children.

I agree to adhere to the above additional requirements for our children's programs.

Name:

Signature:

Date: