Staff & Volunteers

Our 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 (1 Timothy 3:2), and our responsibilities under the *Child Safe Organisations Act 2024* and the *Working with Children (Risk Management and Screening) Act 2000*.

I will:	**Be Servant Hearted** • Have a personal relationship with Jesus and be committed to working on my spiritual growth through regular prayer, Bible reading, giving and church attendance. • Conduct myself in a manner that is consistent with the Christian faith and values, being mindful of my language, behaviour and dress. • Serve humbly, working with others to build ministry teams that are informed, supported, and united in the Safeguarding of children. **Act with integrity** • 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. • Respect the Church as being a drug, alcohol and smoke-free environment. • 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. • Seek integrity in my financial dealings and will not seek financial gain from my church role. • 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. • Challenge and report racism, or culturally unsafe behaviours. • Respect privacy and protect the confidential information of others (including online or in social media), except where such information would bring harm to a child or other (refer to Church's Privacy Policy). **Provide safe spaces** • 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. • Recognise and respect the cultural identity of others and ensuring my behaviours are cultural safe. • Seek to prioritise the safety and wellbeing of children in every decision.

	• Recognise the limits of my personal responsibilities, vulnerabilities, skills, experience, and competencies. For example, only providing counselling within my level of competency. • 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. • 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. **Commit to team ministry** • Embrace the vision, values and mission of the Church and continue to develop ministry skills through a variety of means and training. • Work collaboratively, and transparently and accept supervision as required.-
I will not:	**Be an unsafe person** • Use my position inappropriately, especially in situations where there are power imbalances. • Engage in racism, or culturally unsafe behaviours. • Engage in bullying, harassment, abuse or harm to anyone. • Engage in any unlawful activity with or in relation to a child, or other person. • Seek to be alone with a child. • Arrange personal contact, including online contact, with a child outside of the Guidelines for Creating Safe Environments. • Use inappropriate language in the presence of a child or show or provide them with access to inappropriate images or material. **Provide unsafe environments** • Engage in any activity that is likely to physically, sexually, emotionally or spiritually harm a child or others. • Volunteer in any capacity whilst under the influence of alcohol or prohibited drugs. • Not take property belonging to others, including intellectual property.
If I observe a breach of this code, I will:	• Act to prioritise the best interests of children. • Take action promptly to ensure that children and others are safe. • Promptly report any concerns to my Ministry Leader or Safe Spaces Team. • Follow the Church's policies and procedures for receiving and responding to complaints and concerns. • Promptly report any instances or suspected instances of Reportable Conduct or Harm.

I agree to abide by this Code of Conduct whilst working / volunteering with Queensland Baptists	• Any breach of this Code of Conduct involving a criminal offence may lead to a report being made to the relevant authorities. • Any breach of this Code involving Reportable Conduct, will result in a report being made to the Reportable Conduct Scheme. • Any breaches relating to the harm, or risk of harm to a child 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.
Signed:	_____ Full Name _____ Signature _____ Date