

Kilsyth South Baptist Church Mission Statement

Share Jesus, Care for people and Encourage Christian growth.

Kilsyth South Baptist Church is committed to create a safe place for all people. Staff and volunteers are responsible for maintaining a professional role with children, young people and vulnerable adults, which means establishing and maintaining clear boundaries that serve to protect everyone from misunderstandings or a violation of the relationship.

This Code of Conduct sets out the behaviour which Kilsyth South Baptist Church expects from all staff and volunteers that are associated with, or who represent our Church.

We, Kilsyth South Baptist, commit ourselves to a standard of responsible and ethical behaviour which is expected in our church and will bring honour and glory to God. Our code is underpinned by trust and a belief that everyone should be treated with respect and dignity. This Code of Conduct gives guidance about what practices (actions) are supported and what practices are not condoned.

The Code of Conduct is not exhaustive and does not foresee every set of circumstances that may arise across the variety of Church events and activities. The Code of Conduct should be viewed as an educational guide to the principles that help inform what appropriate conduct is. The Code of Conduct values the social, relational and interpersonal safety and wellbeing of people of all ages. The Code of Conduct also values the role of leaders and mentors by prompting transparent, accountable relationships that promote trust and confidence in the Church and its programs.

Staff and volunteers are expected to maintain a healthy and growing relationship with God. This includes:

- joining regularly in the life and ministry of KSBC;
- reading and reflecting on the Bible;
- praying regularly in private and with others; and
- giving of my time and other resources as an expression of gratitude to God.

Staff and volunteers are expected to serve others, in the context of healthy relationships. This includes:

- loving my family and being mindful of the effect of ministry on them;
- treating others with respect at all times;
- encouraging participation by all people in the life of the church, regardless of race, gender, social status or other factors;
- communicating with integrity;
- use digital technology and media responsibly while engaged in the activities of the church and in my life outside of the church;
- upholding confidentiality (Except where there is a legal obligation or a duty of care issue;
- report any child or vulnerable adult safety concerns to the appropriate person (in line with our **Safe Church Policy**); and
- disclosing all relevant information as part of completing the **Safe Ministry Check Form**;

Staff and volunteer are also expected to:

- exercise their authority to serve rather than be served, avoiding any behaviour that exploits others for personal advantage;
- be a faithful steward of money and other resources entrusted to them;
- be a team player, including cooperating with and being accountable to other ministry leaders;
- teach and exercise authority respectfully;
- act in the best interests of those they serve;
- be committed to ongoing growth and development, seeking to attend training opportunities as they are offered

Code of Conduct

Staff and volunteers are held to account to:

- avoiding any behaviour that exploits others for personal advantage;
- not knowingly make false, misleading, deceptive or defamatory statements;
- upholding confidentiality (except where there is a legal obligation to report);
- report any child or vulnerable adult safety concerns to the appropriate person (in line with our *Safe Church Policy*);
- disclose all relevant information as part of completing the *KSBC Safe Ministry Check Form*;
- disclose to the church leadership if we are or have been investigated for any criminal offences;
- keep sexual relationships within the confines of marriage;
- not engage in bullying, emotional abuse, harassment, physical abuse, sexual abuse, sexual misconduct, sexual grooming or spiritual abuse of any person, including our own family; and
- not seek personal advantage or financial gain from our position, other than in wages, recognised allowances and deductions

When the code is breached:

I understand that if there is a complaint against me relating to a breach of this Code of Conduct:

- a) and it is a plausible complaint relating to serious Misconduct, the Church will ask me to step aside from my duties while the complaint is being considered;
- b) and if the complaint relates to any allegations related to child abuse (including Child Sexual Abuse), it will be reported to relevant government authorities in accordance with legal requirements of the church
- c) I agree to participate in any process initiated under the '*Procedure for Conflict Resolution*', '*Procedure for Handling Complaints against Staff and Volunteers*' or '*Procedure for Responding to Child Protection Concerns*' and agree to be bound by the outcomes of any such process, which may include termination of my employment/engagement as a staff member or volunteer with the Church.