



Pennant Hills Baptist Church

Code of Conduct For Volunteers¹ (under 18 year old)

Adopted by Pennant Hills Baptist Church on 8 Dec 2024

Note 1:
Category 3 – Supervised volunteers aged under 18 year old

Purpose

The Church is committed to creating safe spaces where people can be confident that they will be cared for, nurtured and encouraged as they grow and at the same time, protected from spiritual, physical, sexual and emotional abuse.

As part of this commitment, staff and volunteers are required to sign and abide by this *Code of Conduct*.

The *Code of Conduct* sets out the following:

- the ministry commitments of volunteers
- minimum behavioural standards and appropriate boundaries required of volunteers;
- the obligation of volunteers to comply with Safe Church Policy and Procedures; and
- the steps to be taken in the event of a potential breach of this Code.

The *Code of Conduct* seeks to reflect the biblical call to godliness and faithfulness in ministry (e.g., 1 Timothy 3) but it is not intended as a replacement for the Bible as a fundamental guide for faith and practice.

Scope

The *Code of Conduct* applies to Category 2b and 3 volunteers.

The *Code of Conduct* should be read in conjunction with the *Safe Church Policy* and:

- *Procedure for Staff and Volunteers*
- *Procedure for Responding to Child Protection Concerns*
- *Procedure for Handling Complaints against Staff and Volunteers*
- *Procedure for Conflict Resolution*

1. Volunteers are encouraged to:

Nurture and explore their own relationship with God

- regularly participate in the life and ministry of the Church;
- commit time to exploring and nurturing faith in Jesus.

Nurture healthy relationships:

- treat others with respect;
- love and care for their family;
- be a team player;
- be accountable;
- cooperate with other staff and volunteers;
- treat every program participant fairly and equitably, paying special care to include those who may find it difficult to participate; and
- acknowledge when they are out of their depth, or do not possess the required skill set in difficult situations (such as helping a victim of abuse, or a person who needs professional counselling), and seek help from the Safe Church Team or a Pastor.

2. Volunteers commitments:

As a volunteer of the Church, I will:

- a) respect the mission, beliefs and values of the Church and any other doctrinal statements of the Church (as may be outlined in the Church Constitution or other Church documents);
- b) uphold, support and abide by the *Safe Church Policy*;
- c) respond to reasonable directions from the person with responsibility for the ministry I am involved in (Key Ministry Leader or Small Group Leader);
- d) communicate with integrity, including wise and accountable use of electronic communication, including in accordance with *Guidelines for Activities with Children and Young People*;
- e) not knowingly make false, misleading, or deceptive statements;
- f) not engage in bullying, harassment, emotional abuse, spiritual abuse, physical abuse, sexual abuse, of any person including my own family;
- g) not engage in sexual misconduct involving children;
- h) not act violently or intentionally provoke violence;
- i) uphold confidentiality; not disclose any confidential information without the consent of the person providing the information (except where there is a legal or ethical obligation to disclose);
- j) report concerns about misconduct and/or abuse according to the Church's *Safe Church Policy* and relevant procedures;
- k) disclose all relevant information as part of completing the *Screening Check Questionnaire* if I have not already done so;
- l) disclose to the Church Leadership if I am investigated for any criminal offences or have any knowledge of serious unlawful activity within the church context as soon as practicable.
- m) express my sexuality in healthy and God directed ways;
- n) act with financial integrity;

- o) not take or use property belonging to others without express consent, including intellectual property (copyright).

3. 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 and/or abuse (including child sexual abuse), the Church may ask me to step aside from my duties while the complaint is being considered; and/or
- b) if the complaint relates to serious misconduct and/or abuse (including child sexual abuse) it will be reported to relevant government authorities in accordance with relevant legal requirements; and/or
- c) I agree to participate in any process initiated under *the Procedure for Resolving Conflict, Procedure for Handling Complaints against Staff and Volunteers* and/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 volunteer with the Church.

I, _____ have read, and agree to be bound by and uphold, the Code of Conduct for Volunteers under 18 year old.	
Signature	Date

NOTE: the volunteer should receive a copy of this *Code of Conduct* and the Church should retain the signed and dated copy of the *Code of Conduct* for at least 45 years.