

# Presbyterian Church of Queensland Safe Ministry with Children Code of Conduct

Employees and volunteers serving in Children’s Ministry in the Presbyterian Church of Queensland accept a position of trust. This requires a commitment to carry out their role in accord with the [Doctrines](#) of the Church and the values stated in the [National Safe Ministry Framework](#).

To create a child safe culture where children are protected from abuse and harm, all employees and volunteers are expected to act in accordance with this Code of Conduct in their interactions with children and young people under the age of 18 years.

The consequences of breaching this Code of Conduct are taken seriously and may result in removal from all involvement in Children’s Ministry.

<b>I will:</b>	<p><b>Responsibilities</b></p> <ul style="list-style-type: none"> <li>• Become familiar with and act in accordance with the Safe Ministry with Children Policy and Safe Ministry with Children Procedures for Sessions and Committees at all times.</li> <li>• Model and champion child safe policies and practices and make decisions that will support a child safe culture.</li> <li>• Exercise appropriate duty of care for all participants.</li> <li>• Respect the authority of leaders and strive to carry out all relevant roles in accordance with reasonable directions.</li> <li>• Complete training as required by the Church in relation to Children’s Ministry roles.</li> <li>• Use appropriate resources for training in ministry.</li> <li>• Contribute, where appropriate, to the Church’s policies, discussions, learning and reviews about child safety and wellbeing.</li> <li>• Carry out my role in accord with the doctrines and values of the Presbyterian Church of Queensland.</li> </ul> <p><b>Character</b> In accord with Scripture:</p> <ul style="list-style-type: none"> <li>• Demonstrate courtesy, consideration, and good judgement in all aspects of personal life and relationships and always strive to act above reproach with integrity and good character.</li> <li>• Engage only in lawful activity.</li> <li>• Treat all people with respect and dignity regardless of age, culture, gender, religious affiliation, or personal circumstances.</li> </ul> <p><b>Working with Children</b></p> <ul style="list-style-type: none"> <li>• Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.</li> <li>• Treat all children with respect, using appropriate language and take notice of a child’s reactions to the tone of voice and manner.</li> <li>• Always ensure another adult is within sight when conducting one-to-one interaction.</li> <li>• Create an environment that promotes and enables children’s participation and is welcoming for all children and their families.</li> <li>• Involve children in making decisions about activities, policies and processes that concern them, where appropriate.</li> <li>• Identify and mitigate risks to children’s safety and wellbeing as required by the Church’s risk management processes.</li> <li>• Only engage in appropriate actions and activities with children.</li> <li>• Comply with the Church’s protocols on communicating with children.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Comply with the Child Protection Act 1999, Working With Children (Risk Management &amp; Screening Act 2000, Work Health &amp; Safety Act 2011 and the Church’s policies and procedure on record keeping and information sharing.</li> </ul> <p><b>Responding to Harm</b></p> <ul style="list-style-type: none"> <li>• Respond to any concerns or complaints of child harm or abuse promptly and in line with the Church’s policy and procedure on internal and external reporting.</li> <li>• Report all suspected or disclosed child harm or abuse as required by the Child Protection Act 1999, by other relevant legislation, and by the Church’s policy and procedure for reporting.</li> <li>• Understand that any perpetration of harassment, verbal, psychological or emotional harm or neglect, physical or sexual abuse or exploitation is unacceptable and will be treated seriously and sensitively and must be reported in accordance with the Church mandatory reporting Policy and Procedures.</li> </ul>
<b>I will NOT:</b>	<ul style="list-style-type: none"> <li>• Engage in any unlawful activity with or in relation to a child.</li> <li>• Abuse children or cultivate relationships in order to initiate or cloak abuse of children.</li> <li>• Engage in any activity that is likely to harm a child.</li> <li>• Develop inappropriate relationships with particular children that could be seen as favouritism or special treatment.</li> <li>• Engage in any contact with a child that is secretive (whether physical, through electronic media, or in any other way).</li> <li>• Discriminate against any child or their family members.</li> <li>• Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian consent.</li> <li>• Use inappropriate language in the presence of children.</li> <li>• Provide assistance to children to do things of a personal nature that they can do for themselves, such as going to the toilet or changing clothes.</li> <li>• Show or provide children with access to inappropriate images or material.</li> <li>• Ignore or disregard any suspected or disclosed child harm or abuse.</li> <li>• Have a romantic relationship with a young person in the program, activity, or event.</li> <li>• Get drunk or use illicit drugs.</li> <li>• Be under the influence of alcohol or other substances or be impaired by prescription medication whilst serving in this capacity.</li> </ul>
<b>If I believe that this Code of Conduct has been breached by another person in the Church, I will:</b>	<ul style="list-style-type: none"> <li>• Act to prioritise the best interests of children.</li> <li>• Take actions promptly to ensure that children are safe.</li> <li>• Report any concerns to the Minister or Ministry Coordinator promptly.</li> <li>• Follow the Church’s policies and procedures for receiving and responding to complaints or concerns.</li> <li>• Comply with the Child Protection Act 1999 if relevant, and with the Church’s policy and procedure on internal and external reporting.</li> </ul>