STAFF & VOLUNTEERS COMMITMENT

(CODE OF CONDUCT)

Version:	1.2
Last Approved:	29 July 2026
Approved by:	Council of Elders

PERSONAL LEADER COMMITMENT

I will:

1. Conduct myself in a manner consistent with the Safe Ministry Training "Leadership Training Course" when serving at Eastside Community Church:
    a. I will treat all people with respect and value, without favouritism.
    b. I will behave appropriately, being faithful to my appointed tasks, being an example to others, and being careful in how I physically interact with others.
    c. I will never use physical punishment or abusive language - even as a form of discipline.
    d. I will act transparently, as far as possible, ensuring that another adult is present or within eyesight when I am with a vulnerable person (including other people's children).
2. Ensure that the spaces and activities I'm responsible for are safe and do not put people at risk of significant harm.
3. Recognise and respect the cultural identity of others and ensure my behaviours are culturally safe.
4. Include vulnerable people (and/or their carers/significant other) in discussions about decisions that will significantly affect them.
5. Encourage openness by listening to people's concerns with a willingness to support them and help them.
6. 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.
7. 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.
8. Submit to the Eastside Community Church leader screening process to ensure I'm a suitable person to work with vulnerable people.
9. Submit to disciplinary steps if I am found to violate these commitments or act in an otherwise inappropriate or illegal manner at Eastside Community Church.

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I will not:

1. Be an unsafe person:
    a. Use my position inappropriately, especially in situations where there are power imbalances.
    b. Engage in racism, or culturally unsafe behaviour.
    c. Engage in bullying, harassment, abuse or harm to anyone.
    d. Engage in any unlawful activity with or in relation to a child, or other person.
    e. Seek to be alone with a child.
    f. Arrange personal contact, including online contact, with a child outside of the Guidelines for Creating Safe Environments.
    g. Use inappropriate language in the presence of a child or show or provide them with access to inappropriate images or material.
2. Provide unsafe environments
    a. Engage in any activity that is likely to physically, sexually, emotionally or spiritually harm a child or others.
    b. Volunteer in any capacity whilst under the influence of alcohol or prohibited drugs.
    c. Not take property belonging to others, including intellectual property.

I agree to abide by this Code of Conduct whilst working/volunteering with Eastside Community Church:

- Any breach of this Code of Conduct involving a criminal offense may lead to a report being made to the relevant authorities.
- Any breach of this Code of Conduct involving Reportable Conduct, will result in a report being made to the Reportable Conduct Scheme.
- Any breaches relating to the harm, or risk or 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.

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