

CODE OF CONDUCT



The following constitutes our Code of Conduct for behaviour for a person in a **position of authority within the church**:

1. You will not be involved in any sexual behaviour with a person below the age of consent or a person under your authority, **pastoral care** or counselling.
2. You will not exhibit behaviour that could be considered to be **coercion** or **grooming behaviour**.
3. You will not make any sexual innuendos such as suggestive looks, sounds, words, acts or gestures.
4. You will not make any sexual comments, jokes or show any sexual visual material.
5. You will not ask any questions about the intimate details of a person's sexual life. Very occasionally, it may be necessary within the context of **pastoral care** to ask questions about a person's sexual life or history. This should be done extremely carefully and with another person present (such as the person's husband or wife or a trusted friend). You must never give detailed revelations about your own sexual life.
6. You will not give any inappropriate gifts or correspondence (including email and text messaging), including those of a sexual, suggestive or romantic nature.
7. You will not touch, hug, or kiss any person in a way that is inappropriate to the situation, or uncomfortable or confusing for the receiver.
8. You will not touch any sexual part of the body, including the "only kidding" or accidental occasions of sexual touch.
9. You will not violate a person's right to physical privacy and personal space, including being alone in the bedroom or bathroom or inappropriate exposure during activities that require dressing or changing clothes.
10. You will not visit a **child** or **young person** in their own home unless a parent is present or you visit with another person in a **position of authority within the church** with parental permission.
11. You will not conduct a camp or other activity involving overnight accommodation without appropriate "camp parents" (ideally a married couple over the age of 25 years, of known maturity and Christian commitment) approved by the **supervising body**.
12. You will not provide any form of accommodation for any reason where there is not strict segregation by sex, with the exception of married couples and families. Supervision of **children** and/or **young people** must be provided by a person of the same sex.
13. You will not participate in or allow nude swimming or other such activities.
14. You will not participate in or allow initiations and secret ceremonies.

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- 15. You will ensure that any activity involving **children** and/or **young people** are open to observation by parents and other adults with a legitimate interest
- 16. You will not take advantage of the perception of physical contact, affection and learned sexual actions that some **victims** of abuse display.
- 17. You will not take advantage of the conscious or unconscious use of sexually provocative behaviour that some **victims** of abuse use to meet their own needs for affection or other requirements.
- 18. You will ensure that when you are providing **pastoral care** or working with members of the opposite sex that there are other people in close proximity or within hearing distance, regardless of where the activity is taking place.
- 19. You will not allow a **child** to sleep in close proximity to an adult, other than a parent or guardian, unless there is a significant separation, and privacy of all parties is respected.
- 20. You will not allow an adult to share accommodation with one **child** or **young person** only unless they are a parent or guardian.
- 21. You will not drive a **child** or **young person** unaccompanied.

Any changes to this Code of Conduct will be approved by the appropriate **supervising body**, formally recorded by that body. Such changes will only be allowed in respect to the details of points **18, 19, 20** and **21** and will be made on a restricted basis for individuals in specific circumstances for a specific period of time.

To make the changes, the **supervising body** will:

- ensure the requested variation relates to points **18, 19, 20** and **21** of the Code of Conduct and are therefore able to be changed,
- obtain appropriate written permission from parents and/or guardians in need to be held by session,
- determine the people, times and places to be included in the provision,
- set a period of time for the change to be valid,
- amend the Code of Conduct poster, brochures etc for the appropriate group.

The following changes have been approved:

Person: _____ **Person:** _____

Activity: _____ **Activity:** _____

Conditions: _____ **Conditions:** _____

Valid until (date): _____ **Valid until (date):** _____

Any breach of this Code of Conduct for any reason will be reported to:

Name: _____ **Contact Number:** _____