

## Code of Conduct Policy

November 2019

### Purpose

To describe the code of conduct of SU staff and volunteers, applicable across all ministries, who are in pastoral leadership or governance roles. This includes anyone serving as staff or on a ministry team.

### Code of Conduct

The Scripture Union NSW Code of Conduct applies to all taking on a leadership role in Scripture Union. The code underpins the Scripture Union values and working principles, seeking to ensure that all Scripture Union does is Biblical, relational, collaborative, and relevant.

Leaders:

1. Recognise that they owe a duty of care to the children, and to others, in their care, along with their parents and caregivers, to ensure that they do not exploit or cause them harm in any way (including emotionally, physically, sexually, spiritually or financially).
2. Treat all people with whom they interact with compassion, respect, consideration and fairness.
3. Respect the dignity of all people regardless of age, race, religion, gender, political belief, disability or sexual orientation.
4. Strive to keep their private and public life above reproach including complying with all applicable laws and Scripture Union policies.
5. Ensure that their language and behaviour is appropriate, polite and respectful.
6. Participate regularly in Christian community and fellowship and, where they have a teaching role in a Scripture Union activity, do not teach or promote any doctrine or practice which is inconsistent with the Scripture Union Statement of Faith.
7. Will not be involved in a sexual relationship other than a relationship of marriage between a man and a woman.
8. Ensure that they do not bring (or be under the influence of) tobacco, alcohol, party pills or any other recreational drugs when on Scripture Union property or event venues.
9. Will disclose to Scripture Union any physical, mental, emotional or medical condition they have which may impact on their ability or suitability to hold a leadership role within Scripture Union.
10. Will disclose to Scripture Union any past criminal convictions that they have, prior to accepting any leadership role with Scripture Union.
11. Disclose any pending criminal charges, or complaints made about their moral conduct whether made to any government agency, employer, institution or church.
12. Respect and comply with the reasonable instructions of Scripture Union staff (and any appointed leader of an activity) at all times whilst acting in a leadership role with Scripture Union.
13. Immediately advise a Scripture Union staff member if they or any other leader they are aware of breaches any part of this code of conduct.

This code applies to the full extent permitted under the laws of the Commonwealth of Australia and the State of New South Wales.

If leaders are not comfortable with any part of this code, they are required to speak to a Scripture Union staff member before committing to a leadership role.

### Approval

Approved 11/11/2019