



Our Code of Conduct

Here at Canterbury Baptist Church, we believe that Biblically, leaders are held to a higher standard of character and conduct than expected of others, as they carry out their God-given calling. These behaviours exemplified in our Code of Conduct are designed to protect the integrity of our leaders, and the emotional, physical, and spiritual wellbeing of those whom we serve, especially children.

The following beliefs and behaviours form a valued part of CBC's Leadership Culture:

a. We minister out of our relationship with God and therefore are committed to fostering a healthy relationship with God by:

- Participating in the life of the Church: to belong to Christ is to belong to his body the church, so we make regular participation in the life and ministry of the church an ongoing priority.
- Studying the Scriptures: we believe the Bible is the inspired word of God that reveals God, and shapes our lives, and so we will study the Bible both in private and in a group context.
- Praying regularly: we are committed to praying continually, both in private and with others, for God's power and purposes to be expressed through the people and ministry of the Church.
- Giving to the work of the Church: we believe everything we have comes from God and therefore we freely give of our time and resources to serve others, as an expression of our gratitude to Him.

b. We serve others in the context of healthy relationships, and will engage in healthy friendships with those we minister to by: -

- Establishing healthy boundaries: understanding there is unequal power between leaders and those they lead. As leaders, it is our responsibility to create healthy boundaries that protect our integrity and the wellbeing of those in our care.
- Taking responsibility when meeting: we will take responsibility for not placing ourselves or others in compromising situations, and where possible allow people to be counselled by someone of same gender. When counselling children or young people we will acknowledge their right to accept or decline counselling, communicate with parents wherever possible, and remain within sight or hearing of another adult leader/helper.
- Avoiding high risk situations: to protect ourselves and those we serve, rather than closed or concealed rooms, we conduct our ministry in open public spaces, and as much as possible, where there is another adult leader/helper present. This includes transportation of others, and sharing rooms on camps, unless extreme circumstances occur, and/or permission is given.
- Treating others respectfully: we teach and exercise authority respectfully, and with humility by giving time, attention, showing respect for people's opinions, and encouraging them to participate regardless of race, gender, creed or social status.
- Interacting carefully: we seek to promote positive behaviour and self-esteem within others and choose to use words that build others up; we do not ridicule or embarrass people. In order to protect people under the age of 18, we avoid any form of touch that could be perceived as sexually suggestive or romantic.
- Being a team player: we work better when we work together as the body of Christ, where everyone's gifts and passions are being utilised. We choose to work humbly and cooperatively with other leaders as our ministry areas overlap believing that together we have the skills needed to build others up in Christ.

- Practicing accountability: we make sure everyone in our team knows: (a) what we are aiming for (vision), (b) what we want them to do (responsibility), and (c) who they must answer to (accountability). We practice accountability with honesty and transparency to ensure that we are protecting each other's integrity and creating safe ministry environments for all.

c. As Christian Leaders we are called to discharge our ministry in keeping with biblical and legal patterns, we will:

- Love and care for our families: our first responsibility is to our family; we will seek to minister to our family first and pay careful attention to the effect that ministry is having on them.
- Uphold the law: both personally, and as we minister to others we seek to understand and operate within the laws of our nation, other than any law that is contrary to the Scriptures.
- Protect confidential information: we will uphold the privacy of those we minister to, not disclosing any confidential information collected without prior consent and will only give information to the appropriate pastor/ministry leader as required. (The exception is if there is a legal obligation or a duty of care issue.)
- Conduct ourselves with integrity: both in our private and public life we will seek to be above reproach by not engaging in practices beyond what is permitted legally or that will undermine our integrity. We pursue patterns that reflect a genuine honesty, reliability, and purity, and refuse to treat people violently, or in a manner that perpetuates any form of abuse.
- Never stop learning: we are committed to our ongoing growth and development as people and as leaders/helpers and will seek training opportunities that further equip us for our ministry.

d. As Christian Leaders we will help protect children and young people from inappropriate behaviour from adults and will:

- Treat all children and young people with respect, regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.

- Provide a welcoming, inclusive and safe environment for all children, young people, parents, staff and volunteers.
- Keep all information regarding child protection concerns confidential, only discussing information with relevant and appropriate people according to the reporting procedures.
- Encourage open communication between all children, young people, parents, staff, and volunteers and allow children and young people to participate in the decisions that affect them.
- Leaders at CBC must report to the Safe Church team any inappropriate or illegal behaviour by fellow leaders. This includes but is not limited to, any type of abuse or harm towards a child, any behaviour which breaks the Code of Conduct, any other situation which is required by law to be reported .

This Code of Conduct is designed to comply with the requirements of Child Safe Standards (applied to religious organisations, 1st January 2017) and the Reportable Conduct Scheme (applied, 1st January 2018)