

Code of Conduct

Our Code of Conduct sets out the standard of responsibility and ethical conduct expected in our parish, underpinned by the belief that everyone should be treated with respect and dignity in an endeavour to maintain the social, relational and interpersonal safety and well-being of all people, regardless of age.

The Code of Conduct:

- is not exhaustive and cannot foresee every set of circumstances that might arise;
- gives guidance about the principles that should guide our practices (actions);
- values the role of leaders and mentors by promoting transparent, accountable relationships that promote trust and confidence in the Church and its programs.

Everyone must:

- conduct themselves at all times in a manner that honours God and his church;
- act with honesty in all financial matters and account for all monies handled by them on behalf of others and the Parish;
- in all personal relations, act with respect, love, honour, integrity and truthfulness to all, irrespective of position, race, gender, sexuality or religious opinion;
- be diligent in providing each other with information and resources to fulfil our roles and be mindful of the expectations that others may have;
- be truthful and honest in our communication with each other, willing to share reflections, concerns and ideas with each other;
- be loyal in our support of each other, all parish members, clergy and the Parish itself;
- promote a safe environment for all from:
 - abuse - physical, emotional, sexual abuse, or acts of omission, like neglect.
 - bullying (including exclusion from a group or activity, intimidation, extortion, exaggeration, misrepresentation or gossip)
 - harassment (including unwelcome physical contact or comments about a person's attributed or abilities, and gestures or language that could reasonably give offence, including shouting)
- maintain confidentiality and trust which are foundational to a sound pastoral relationships (subject to the constraints of the law and statutory requirements)
- actively promote a safe environment and workplace by reporting any unsuitable conduct or other concerns to the Vicar immediately.

Those in positions of leadership are bound by the document – *Faithfulness in Service* which contains rigorous guidelines for conduct of leaders in the Anglican Church of Australia.

If a grievance does occur and a resolution is not forthcoming between the parties themselves, then the parties will seek additional assistance. Every effort should be made to resolve the issue between the parties concerned rather than publically. Issues of a criminal nature, bullying or sexual misconduct must be dealt with through the Diocesan Professional Standards processes.

This code of Conduct will be reviewed at the first Parish Council meeting in each calendar year.