

Purpose

The Statement of personal commitment is to be signed by people who have been approved by the church council to assist, lead or coordinate children's ministry activities and programs. The document is to be signed upon appointment and then annually. A copy of the signed statement is to be kept on file by the church council, and the date of signing kept updated in the Register of workers.

The statement of personal commitment

I agree to my appointment as _____ and understand that I am
accountable to the _____ church council, under the oversight of

_____. I will carry out my role to the best of my ability and in line with the expectations of the Church. I agree to complete the required training and ask for help when I need it.

I will put the safety and wellbeing of children first, and I will encourage others to do the same. My words and actions will reflect Christian values and principles, both publicly and privately. I will work as part of a team and be accountable for my own actions. I will ask for help, guidance and support when I need it, and respond constructively to correction and guidance. I will respond to concerns, incidents, accidents, and suspicion or knowledge of abuse in a timely and appropriate way which is in line with the church's Mandatory reporting processes.

I will treat other people, their personal details and sensitive information, with respect and dignity.

I will uphold the following Code of Conduct with respect to the physical, emotional, behavioral and spiritual boundaries that support the maintenance of safe ministry environments.

Acceptance

Name _____ Signature _____

Date of birth _____ Date _____

Confirmation

I affirm that the person named has been appointed as outlined above, by the church council, in accordance with the Safe Ministry with Children policy and process.

Name _____ Signature _____

Position _____

Church council meeting date _____

Minute reference number _____ Date _____

Code of Conduct

Physical boundaries

I will be mindful of the imbalance of power that exists in adult-child relationships, and build appropriate, transparent and accountable relationships with children and their families, and only use appropriate physical contact which is responsive to the child's needs, initiated by the child, in full view and non-sexual.

I will refrain from the use of physical restraint unless in circumstances where there is a clear risk of danger or physical harm and it is deemed reasonable and necessary in order to prevent an accident or injury, or to stop a fight or bullying behaviour. I will record and report all instances of physical restraint.

I will play my part to ensure that the leadership ratio is achieved for all activities with children (including transportation (that is a minimum of two adult helpers or leaders present with children)).

Emotional boundaries

I will respect the rights, dignity and worth of every person, regardless of the person's abilities, gender, religion or cultural background, without favouritism or prejudice.

I will conduct myself in a way that sets a positive example, ensuring that my attitude and language affirms dignity and self-worth.

I will avoid activities that may cause embarrassment, show disrespect or cause isolation.

Behavioural boundaries

I will abide by the Synod's social media policy and code of conduct.

I will work under the leadership of others (as appointed), be accountable to leaders within the church, and work as part of a team to fulfil my role and the tasks given to me.

I will engage in respectful, transparent and accountable ways in all communication, ensuring others are not subject to inappropriate images/material (including pornographic material) or invasive use of any type of technology, and direct all correspondence (especially electronic or social media) to parents – rather than directly with the child or children e.g. text messages, emails, Facebook, Snapchat, or other.

I will refrain from consumption of harmful or illicit drugs, alcohol and cigarettes when working with children.

I will not take, store, use or post to social media, images of any child or young person unless within the dictates of the written permission of the parent or care provider of the child, and never do so for personal use.

I will maintain group behaviour by positive strategies such as restating behavioural expectations and consequences, use of diversion techniques, maintaining a safe distance and retaining line of sight, supervised time-out, and providing opportunities to discuss issues and problems.

Spiritual boundaries

I will be mindful of the spiritual development of children and interact in a manner which is appropriate to their stage of development.

I will act to enhance a child's positive relationship with God as a God of grace, love, acceptance, trust and forgiveness; avoiding language and actions which create fear, ongoing guilt, and self-loathing or self-blame.

When involved in a teaching role (e.g. Sunday School) I will adhere to the use of teaching materials which have been approved by the church council and remain within the theology of the church.

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Version	Approval date	Approved by	Effective date	Policy owner	Policy contact
1.1	03.08.2019	Manager Risk and Compliance	01.09.2019	ED Risk	Safe Church, Assurance and Support Officer
Next scheduled review		03.08.2020			