



# Synod Wide People and Culture

## Policy Statement E

### Statement

The Uniting Church in Australia, Queensland Synod (the Church) through the Synod Standing Committee and, by virtue of the legislation, through The Uniting Church in Australia Property Trust (Q.), recognises the importance of an effective people and culture framework that meets the needs of the Queensland Synod and accords with applicable statutory requirements.

People are a valued asset and the Queensland Synod strives to attract, develop and retain outstanding employees, ministry agents and volunteers committed to the principles and values of the Church.

The Queensland Synod is committed to:

1. The principles of equity, fairness and inclusivity.
2. Promoting the principles of professional, responsible and respectful behaviour to ensure a productive ministry location and eliminating behaviour not conforming to acceptable behaviour standards.
3. Transparent and fair practices and promoting equal opportunity through recruitment, selection and appointment processes for employees and placements of the Church.
4. Advancing the Church's mission through identifying, inviting, training, equipping and sustaining leaders.
5. Providing a range of appropriate and equitable reward, recognition and promotional arrangements.
6. Managing health, safety and wellbeing to provide a safe and healthy work environment.

The Queensland Synod is committed to the highest standards of human resource practices linked to the Queensland Synod's goals/strategy and fostering a culture of responsibility, improvement, contribution, service and accountability.

### Scope

This policy statement applies to all entities across the Uniting Church in Australia, Queensland Synod and their respective employees, ministry agents, volunteers and contractors.

### Revisions

Document number		Policy Statement E			
Version	Approval date	Approved by	Effective date	Policy owner	Policy contact
1.0	05.09.2019	SSC	05.09.2019	Executive Director Shared Services	Manager People and Culture
Next scheduled review		05.09.2021			