

# CODE OF CONDUCT



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*Version 1.2*

*“Let your manner of life  
be worthy of the gospel of Christ”  
– Philippians 1:27*

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All people serving in ministry at City on a Hill are called to faithfully obey God and honour Jesus with their lives with conduct that is: above reproach; full of the fruit of the Spirit; and displaying evidence of the work of God in their lives. Godly Christian character is at the heart of what it means to be a *Humble, Courageous & Sacrificial Leader*. Such character can only happen through a personal and living faith in Jesus Christ.

This code of conduct summarises these requirements and as such is not intended to be exhaustive. However, it does outline some of the areas of essential conduct. These principles are expected to be implemented in all of life (including our online lives) and not just during formal ministry activities.

Some of us are given authority and with that comes a responsibility to exercise that authority in a way that honours Jesus and His call to love and serve others. People in positions of authority are to be particularly aware of this when dealing with children and vulnerable people<sup>1</sup>, even if their leadership does not involve direct contact with these groups. Abuse arises from the misuse of authority. Any form of abuse is always wrong.

In addition to the general standards of behaviour stated in this document, all people serving in ministry are required to comply with:

- the policies of the Anglican diocese in which they operate (currently Victorian churches only),
- the policies of City on a Hill, and
- the legislation of state and commonwealth governments.

All those that hold a leadership position, are involved in ministry to children, or have pastoral responsibility are required to hold a current Working with Children Check in their respective State or Territory.

This code of conduct applies to all people in any ministry position at City on a Hill. Failure to uphold this code of conduct may result in removal from leadership and ministry.

Sections pertaining to appropriate conduct with children applies to all people serving in ministry at City on a Hill, and not just those in ministry roles that directly involve children and vulnerable people.

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<sup>1</sup>In this document a child refers to anyone under the age of 18. A vulnerable person refers to an individual aged 18 years and above who is unable to protect themselves against harm or exploitation by reason of age, illness, trauma, disability, or any other reason.

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## THE CODE OF CONDUCT

*At all times, people serving in ministry roles within City on a Hill must:*

1. Recognise the power, trust and limitations of their leadership role, and behave in a manner which is Christlike and worthy of imitation.
2. Recognise the limits of their personal responsibilities, vulnerabilities, skills, experience and competencies.
3. Be sensitive to, protect and respect all people from all backgrounds; taking particular care in ministry with children, young people and other vulnerable persons.
4. Not abuse, harass, or harm another person (including bullying, emotional abuse, harassment, physical abuse, sexual abuse, domestic abuse, or spiritual abuse), and actively promote a safe environment where harassment or abuse of any kind of any person is neither tolerated nor accepted.
5. Ensure that the spaces and activities they are responsible for are safe and do not put people at risk of harm.
6. Commit to upholding a biblical expression of sex and sexuality, maintaining a commitment to faithfulness in heterosexual marriage, and chastity in singleness (with integrity in dating relationships).
7. Not view, possess, produce or distribute pornography or other restricted material.
8. Be responsible in their use of alcohol and any other legal substances or activities. Not use, possess, produce, or distribute any prohibited substance.
9. Not take property belonging to others (including intellectual property), seeking to give appropriate and lawful honour to the work of others.
10. Be committed to truth in all areas of life, and not knowingly make statements that are false, misleading, deceptive, or defamatory (including in use of online communication).

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11. Obey laws of the governing authorities, living as respectful citizens of society (except if laws conflict with the biblical teachings of Christ).
12. Not be alone with a child away from the presence of other adults (unless they are the parent, legal guardian, or trusted carer of that child).
13. Not touch a child in a manner which is inappropriate given their age, gender or cultural background.
14. Not develop inappropriate or special relationships with particular children that could be seen as involving favouritism or any form of special treatment.
15. Not engage in any contact with a child that is secretive (whether physical or through electronic media or in any other way).
16. Not pursue or become romantically involved with any person under the age of 18.
17. Include vulnerable people (and/or their carers/significant other) in discussions about decisions that will significantly affect them.
18. Disclose to the church leadership if they have previously been or currently are under investigation for any criminal offences.
19. Report any concerns or suspicions about harmful behaviours and significant risks without bias or partiality, and report any known or suspected abuse of a child or vulnerable person to the relevant authorities.

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## REPORTING

City on a Hill encourages a culture of reporting in recognition that we are sinful people in need of salvation, to hear and respond to those in pain, and to seek opportunities for improvement.

To make a report of misconduct (by staff or volunteers), advise of an occupational health and safety issue, report a hazard or incident, make a report of harm to children, or report on any other matter - email [report@cityonahill.com.au](mailto:report@cityonahill.com.au), call 03 8609 3180 or use the online form at [cityonahill.com.au/safe-ministry](http://cityonahill.com.au/safe-ministry).

Reports will be sent to the Compliance Director of City on a Hill who will action the reports according to our Reporting Policy. Reports can be made anonymously.

For more information refer to our Reporting and Whistleblower policies:

[Reporting Policy](#)

[Whistleblower Policy](#)

## RELATIONSHIP WITH OTHER POLICIES

Those serving in Victoria must also uphold the:

[Anglican Diocese of Melbourne Code of Conduct for Child Safety, and](#)

[Anglican Diocese of Melbourne Child Safety Policy.](#)

All City on a Hill pastors, church and ministry staff, officeholders, and other designated Anglican church workers must also uphold the national [Faithfulness in Service Code.](#)

Thank you for your commitment and contribution to a culture and practice of safe ministry for all people at City on a Hill. If you have any questions please contact the City on a Hill office at [compliance@cityonahill.com.au](mailto:compliance@cityonahill.com.au) or 03 8609 3180.

**CITY**  
**ON A HILL**