The role of a state school chaplain/student welfare worker is to provide social, emotional and spiritual support to students, parents and/or staff. The role of the chaplain/student welfare worker will reflect the specific needs of the school.

Chaplain/student welfare workers must be able to provide support for a range of day-to-day matters affecting the school community and communicate effectively with a diverse group of people. Whilst chaplain/student welfare workers personally model and own their own positions or beliefs, they must avoid any claims or implications that any one religion, denomination or worldview is advantageous or superior to any other religion, denomination or worldview.

While recognising that an individual chaplain/student welfare worker may respond to questions, and in good faith express views and articulate values consistent with their own beliefs, the chaplain/student welfare worker must not take advantage of their position to proselytise, evangelise, advocate for or denigrate a particular worldview or faith.

**Delivery of services**

Chaplains/student welfare workers are bound by the relevant provisions of relevant Queensland legislation including the *Public Records Act 2002*, *Information Privacy Act 2009* and the *Education (General Provisions) Act 2006*. When delivering services, chaplain/student welfare workers must also adhere to the *Chaplaincy and Student Welfare Services policy statement and supporting documents* and other relevant departmental policies and procedures.

**Chaplain/student welfare workers may be involved in any of the following:**

- **Social and/or emotional support** – assisting students to develop knowledge, understandings and skills that support learning, positive behaviour and constructive social relationships through social skills programs.
- **Spiritual support** – providing an additional dimension to the school's care, guidance and support of students with spiritual and/or religious needs.
- **Mentoring** – acting as a role model for students and assisting in the development of supportive relationships for, with, and among students.
- **Community development** – enhancing the links between the school and its community, working with school-based support staff and community-based youth organisations and networks to support students.
- **Educational support** – assisting with classroom activities (under the direction of a teacher) where involvement by the chaplain/student welfare worker provides further social, emotional or spiritual support for those students who may be at risk of disengagement.
- **Extra-curricular activities** – participating in general school activities, e.g. camps, excursions, sports day or coaching team sports.

**Chaplain/student welfare workers must not be involved in any of the following:**

- providing professional counselling
- attempting to convert students to a religion through proselytising/evangelising through activities such as:
  - coercing students to attend activities that have a religious/spiritual component
  - initiating faith discussions with a view to coercing or manipulating students to a particular view of belief
  - using other methods such as social media – e.g. blogs and Facebook, or newsletters and school websites, to proselytise/evangelise to students within their school
- attempting to undermine students' religious or other beliefs
- providing support to students who have indicated that they do not wish to access the services of a chaplain/student welfare worker, or where appropriate informed consent definitions have not been provided
- referring a student to an outside agency or specialist support without the explicit approval of the school's principal, deputy principal or guidance officer
- taking on roles which are the domain of other staff members e.g. case management of an individual student
- expressing views that are discriminatory or biased on the grounds of religious ideology, beliefs or sexuality. Regardless of individual workers' personal/spiritual views, they must treat all students with dignity and respect
- providing religious instruction as it is not part of a chaplain/student welfare worker's role. However, if a chaplain/student welfare worker works part-time they may make separate arrangements to deliver religious instruction outside of their normal chaplain/student welfare worker work hours.