

# **Bishop's Stortford Baptist Church (BSBC)**

## **Church Worker Code of Conduct**

### **Background**

This Code of Conduct sets out standards of behaviour expected by the Church of all Employees and Office Holders who are required to agree to the Baptist Union of Great Britain Declaration of Principle and Five Core Values which are shown below. Your conduct both in and out of work should be consistent with our objectives and the principles set out in those documents.

You are encouraged to make every effort to meet the standards of personal conduct and working practice set out in this code of conduct. It is understood that while every employee and Office Holder is vulnerable to behaviour which contravenes that laid out in Scripture, our desire as a church is to inspire, encourage and build one another up in the faith in order to honour, obey and glorify God in our work. This code of conduct seeks to facilitate this aim.

### **Behavioural Standards**

As a result of your desire to work for us and your acceptance of our Declaration of Principle and Five Core Values, we would expect certain behavioural standards, examples of which are:

- a willingness to give an account of your faith within an appropriate context in light of your particular responsibilities;
- regular commitment and participation in the life of the Church or another local Church; and
- treatment of those you deal with, with grace, respect, courtesy, politeness, forgiveness and Christian love.

### **Code of Conduct**

A non-exhaustive list of matters which are considered to be gross misconduct is set out in the disciplinary procedure. There may be instances where inappropriate conduct inside or outside of formal working hours may also necessitate disciplinary action. Such issues may be as the result of an incapacity or an error of judgement rather than lifestyle choice or pre-determined behavioural choice.

The following is a non-exhaustive list of conduct which, although it may occur outside of formal working hours we consider to be inappropriate for our Employees and Office Holders and may lead to disciplinary action or dismissal:

- where it relates to a serious criminal offence;
- where it renders the employee unsuitable for the type of work they do e.g. someone who works with children found guilty of child abuse;
- where it leads to a breach of mutual trust between employer and employee e.g. accountant found guilty of fraud;

- where it is damaging to the reputation of the organisation for example:
  - o Drunkenness or the use of illegal drugs
  - o Use of obscenities, coarse jokes, gossip and slander
  - o Any form of dishonesty including stealing and lying
  - o Sexual immorality including adultery, sex outside of heterosexual marriage, deliberate viewing of pornography
  - o Involvement in the occult or witchcraft
- where it affects the performance of the Employee or Office Holder in their particular role e.g. a driver who loses his/her licence where driving is an essential occupational requirement; or
- where it relates to an Employee or Office Holder's acceptance of our Declaration of Principle and Five Core Values e.g. membership of a group who could oppose the principles set out in those documents or expressing views which are contrary to them.

### **Our Approach to Misconduct**

Employees and Office Holders will be treated within a context of grace and compassion while time is taken to consider the circumstances of the situation e.g.

- The severity of the perceived misconduct.
- Whether the incident is a 'one-off ' or part of repeated behaviour or lifestyle.
- Whether the behaviour breaches our safeguarding policies and procedures
- Any mitigating circumstances e.g. personal issues.
- The position of trust of the employee.
- The particular duties of the employee.
- Christian maturity and understanding.
- The treatment of similar instances of misconduct by other employees.
- The employee's length of service.
- The extent of any 'live' disciplinary warnings.
- Evidence of repentance.

**This Code of Conduct was adopted by the Trustees on 11th November 2019 and will be reviewed every three years.**

## APPENDIX

### Declaration of Principle

The Basis of the Baptist Union is:

1. That our Lord and Saviour Jesus Christ, God manifest in the flesh, is the sole and absolute authority in all matters pertaining to faith and practice, as revealed in the Holy Scriptures, and that each Church has liberty, under the guidance of the Holy Spirit, to interpret and administer His laws.
2. That Christian Baptism is the immersion in water into the Name of the Father, the Son, and the Holy Spirit, of those who have professed repentance towards God and faith in our Lord Jesus Christ who 'died for our sins according to the Scriptures; was buried, and rose again the third day'.
3. That it is the duty of every disciple to bear personal witness to the Gospel of Jesus Christ, and to take part in the evangelisation of the world.

### Five Core Values

Baptist people are a Christ-centred people. Having responded to the Lord Jesus Christ in believer's baptism, we should long to live out that mission lifestyle formed around his teaching. Our Declaration of Principle says, 'that our Lord and Saviour Jesus Christ, God manifest in the flesh, is the sole and absolute authority in all matters pertaining to faith and practice.'

**Values:** A Gospel People Called to be:

**A Prophetic Community** Following Jesus in confronting evil, injustice and hypocrisy. Challenging worldly concepts of wealth, power, status and security. As Baptists, we emphasise the importance of conscience, and of carefully listening to the voice of conscience. Having a dissenting history, we should be unafraid to live distinctively and prophetically.

**An Inclusive Community** Following Jesus in transcending barriers of gender, language, race, class, age and culture. Identifying with those who are rejected, deprived and powerless. We should reflect Jesus' love for the fallen, the excluded, the poor and hungry, the oppressed, voiceless and powerless. As Baptists we need to recover the Reformation emphasis on the priesthood of all believers.

**A Sacrificial Community** Following Jesus in accepting vulnerability and the necessity of sacrifice. Seeking to reflect the generous, life-giving nature of God. Baptist communities will resist the temptations of worldly power and triumphalism. We will recognise the importance of vulnerability and the necessity of sacrifice as the path to resurrection and new life. We will embrace the call to live with paradox and failure. We will seek to reflect the generous life-giving nature of God.

**A Missionary Community** Following Jesus in demonstrating in word and action God's forgiving and healing love. Calling and enabling people to experience the love of God for themselves. Corporately and individually we are obliged to seek to bring

other people to a personal experience of God's saving love and to a faith-relationship with him and to demonstrate in our words and actions God's forgiving and healing love.

**A Worshipping Community** Following Jesus in engaging in worship and prayer which inspire and undergird all we are and do. Exploring and expressing what it means to live together as the people of God, obeying his Word and following Christ in the whole of daily life. We must recognise the primacy of worship and prayer, both individually and corporately. This will nurture our relationship with God and awaken us to the wonder of his salvation. It will open our hearts and minds to the renewing power of the Holy Spirit, making us more ready to obey his Word and honour him in all aspects of our daily lives. It will also enrich our life together as the people of God by guiding and undergirding all we are and do.