

Code of Practice

As a Christian organisation committed to working with people in positions of trust it is expected that all staff conduct themselves in a manner which will give proper expression to faith in Jesus Christ as Lord.

There is an expectation on all staff to:

1. Maintain a personal devotional life through regular times of prayer and Bible reading (Psalm 119 v. 105; Col. 4 v. 2)
2. Sign a copy of the (charity) Statement of Beliefs indicating a personal acceptance of the beliefs stated
3. Attend regularly a local church and to be in good standing with that church (1 Tim 4 v. 13 – 14)
4. Use every appropriate speaking opportunity to share news of (charity) with your church and other Christian contacts
5. Abstain from involvement in the occult, astrology and witchcraft (Deuteronomy 18: 10 – 12; Acts 19:19; Galatians 5: 19 – 20)
6. Seek to be Christ-like in attitude and action towards all persons regardless of race, social class, religious beliefs or position of influence within the community (Lev. 19 v. 18; Matt 22. v. 39)
7. Be honest in all areas of handling money and finance and abstain from gambling (Ex. 20: 15; Luke 16:13-15; Colossians 3:5)
8. Be honest in speech and avoid all speech which could be regarded as blasphemous and profane (Col. 4 v. 6; Eph. 5 v.4)
9. Maintain a working environment free from harassment, bullying and victimisation by anyone (1 John 4 v. 7)
10. Abstain from smoking whilst on (charity) business
11. Totally abstain from the use of illegal drugs (1 Cor. 6 v. 19)
12. Abstain from drinking alcohol whilst on (charity) business (unless such is sanctioned by the Chair of Trustees) and totally abstain from drinking alcohol if driving on (charity) business. No drunkenness will be tolerated (Eph. 5 v. 18)
13. Set a high standard in personal morality which recognises that God's gift of sexual intercourse is to be enjoyed exclusively within Christian marriage; abstain from all sexual sins including immodesty, the viewing of pornography, fornication, adultery, cohabitation, homosexual behaviour and wilful violation of your birth sex (Genesis 3: 7,21; 1 Cor.12:23; 1 Cor. 6: 12 – 20; Eph. 4: 17-24; 1 Thess. 4 v. 1-8; Romans 1: 26-27; 1 Tim 1: 9 – 10; Genesis 1:27; Deuteronomy 22:5)
14. Ensure that your clothes and appearance are appropriate to your workplace

The Trustees will endeavour to balance their responsibility of care for all staff with the need to maintain a consistent Christian witness. A breach of any part of this code will result in disciplinary procedures and/or dismissal. If you are unsure about any behaviour and its impact upon your position, you must seek guidance from a member of your employment team.

AGREEMENT

As long as I am working with (charity) I agree to maintain the Christian ethos of the trust by accepting the above code of practice

Name.....

Signature.....

Date.....