

Code of Conduct

The Code of Conduct sets out standards of behaviour expected by the volunteers who serve in New Life Church.

Your voluntary work is dependent upon your adherence to these beliefs and values and your life being led in accordance with the Word of God and a good Christian testimony.

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 volunteer is vulnerable to behaviour which is inconsistent with the Word of God, 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 and daily living.

1. **Behavioural standards**

As a member of the New Life team we would expect certain standards of behaviour, for example:

1.1 We expect you to be willing to give an account of your faith within an appropriate context and in light of your particular responsibilities.

1.2 We expect you to have regular commitment and participation in the life of the church over and above your specific responsibilities.

1.3 To treat those you deal with, with grace, respect, courtesy, politeness, forgiveness and Christian love.

2. **Code of conduct**

2.1 There may be instances where inappropriate conduct inside or outside formal working hours may necessitate disciplinary action. Such issues may be as a result of an incapacity, an error of judgement, a lifestyle choice or predetermined behavioural choice.

2.3 The following is a non-exhaustive list of conduct which although it may occur outside of serving hours we consider to be inappropriate for our volunteers and may lead to disciplinary action or dismissal:

- Where it relates to a serious criminal offence.

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- Where it renders the volunteer unsuitable for the type of work they do, eg, someone who works with children found guilty of child abuse.
- Where it is damaging to the reputation of New Life Church, eg:
 - Drunkenness, or the use of illegal drugs (or so-called 'legal highs')
 - Use of obscenities, coarse jokes, gossip and slander.
 - Any form of dishonesty including stealing, lying, deceiving.
 - Sexual immorality including adultery, sex outside of heterosexual marriage, deliberate viewing of pornography.
 - Involvement in the occult or witchcraft.
- Where it relates to a volunteer opposing or expressing views contrary to the ethos and core values of New Life Church.

3. Our approach to misconduct

Volunteers will be treated within a context of grace and compassion while time is taken to consider the circumstances of the situation, eg:

- 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 or procedures.
- Any mitigating circumstances, eg, personal issues.
- The position of trust of the volunteer.
- The particular duties of the volunteer.
- Christian maturity and understanding.
- The treatment of similar instances of misconduct by other .
- The employee's length of service.
- The extent of any live disciplinary warnings.
- Evidence of true repentance.