Airedale Church Trust (All Nations Church)

Code of Conduct

Charity number:1070375

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This policy first adopted / last reviewed: July 2026

This policy should be reviewed at least every 2 years. The next review is due on: July 2028

This policy applies to all Trustees and Staff at All Nations Church.

Code of Conduct

We, All Nations Church, believe that our behaviour should be of a high ethical standard that brings glory and honour to God. We believe that every human has been made in the image of God and as such should be treated with dignity and respect. Our desire as a church team is to inspire, encourage and build one-another up in our efforts to glorify God in our work.

The Code of Conduct has been created to lay out clear guidelines about the behaviours that are expected by the Church and behaviours that will NOT be condoned. It does not provide specific guidance for every individual situation that may arise in the Church or at church events and is not intended to be exhaustive. Instead, it aims to advise church staff in making informed decisions about appropriate behaviours in the workplace.

All Nations Church values the social, physical, mental and interpersonal well-being of people of all ages, including those with disabilities and those who are vulnerable. We respect the importance of pastoral work carried out by our church leaders and encourage transparent, accountable relationships that promote trust and confidence in the work of the Church and in the Church itself.

We, All Nations Church, value living in accordance with the gospel and commit ourselves to living out the following qualities in all areas of our lives:

- Loving others
- Kindness
- Generosity and Thankfulness
- Compassion
- Community
- Humility
- Justice
- Patience
- Confidentiality
- Slow to Anger
- Forgiveness
- Putting others first
- Integrity
- Honesty
- Equality
- Service and Stewardship

We commit ourselves to:

1. Carry out our duties in a way that glorifies God and honours his Church.
2. Treat everyone with care, kindness, honesty, love and respect regardless of their race, gender, sexuality, position or religious beliefs.

In the Workplace

1. In all financial matters act with integrity and transparency, being able to give an account publicly for all monies handled by us on behalf of others.
2. Be truthful and honest with each other in our opinions, ideas, concerns and reflections. Communicate genuinely and openly with one another.
3. To be thorough and diligent in our work when providing each other with information and resources to fulfil our roles and be aware of the expectations others have of us.
4. Encourage and support each other and church members.
5. Where disagreements or grievances occur and a resolution is not forthcoming, we will seek additional assistance.
   5.1. In instances of conflict or division, we will make every effort to biblically pursue reconciliation and resolution.
   5.2. Issues pertaining to criminal actions, allegations of abuse, serious misconduct, bullying or sexual misconduct will be referred to the appropriate authorities.

Harassment and Bullying

We will actively promote a safe environment that is free from abuse of any nature. This includes:

1. Harassment- this is unwelcome conduct verbal or physical, intentional or unintentional, that makes a person feel offended, belittled or threatened. This can be because of race, gender, national origin, age, disability or handicap. It may be an isolated event or a series of incidents over time. It can include:
   - Unwelcome physical contact
   - Unjustified or unnecessary comments about a person's attributes or abilities

- Gestures or language that could give offense including unwarranted shouting
- Display of offensive materials
- Requests for sexual favours used as a condition of employment or to affect other decisions, such as promotion or compensation.

2. Bullying- this can include exclusion from a group or activity; intimidation or extortion.

Interactions with Minors

When interacting with minors (people under the age of 18) we shall promote trustworthy and honest relationships between minors and adults.

1. Church personnel shall never physically discipline a minor.
2. Adequate staffing will be provided, and sensible precautions shall be taken to ensure church personnel avoid working alone with a minor.
3. Church personnel shall not drive alone with a minor they not related too.
4. Church personnel shall never send inappropriate electronic communications or content to a minor. All contact with a minor shall be church-related and will never be hidden from parents or others.
5. Appropriate boundaries shall be established and respected. Inappropriate contact between a minor and church personnel will never take place. Church personnel will not engage in any sexual or inappropriate physical touch with a minor. Any sexualized touch or 'secret interaction' with a minor is never appropriate.
6. Church personnel will never supply a minor with alcohol, drugs, illegal substances, tobacco products, pornography or other inappropriate material.

Pastoring

When pastoring, offering guidance or spiritual direction, we shall be confidential, respectful and progress the welfare of the individual.

1. Those providing pastoring, counselling, spiritual direction or guidance shall be aware of their competencies and will not act beyond them. Instead, they will advise the person they are counselling to seek further professional assistance.
2. Those providing pastoring, counselling, spiritual direction or guidance will take full responsibility for maintaining clear and appropriate boundaries in their professional relationships.
3. Before meeting with an individual, the Pastor will take time to evaluate the appropriateness of entering into a long-term guidance relationship with someone. Particularly if they already have a pre-existing relationship with said individual.
4. Physical contact should be respectful and consistent with the aims to make a suitable, safe and appropriate environment for counselling.
5. Knowledge that arises from professional contact may be used in teaching, writing or other public presentations only when certain that you are able to absolutely safeguard both the individual's identity and the confidentiality of the disclosures.
6. Information gained through the course of sessions with adults shall be confidential except for compelling professional reasons or those required by law.
    6.1. If there is clear or imminent danger to the client or to others, those providing guidance, counselling and direction shall disclose the information necessary to protect the parties affected and to prevent harm.
    6.2. Suspected abuse or neglect must be reported to civil authorities.
7. The person providing pastoring, counselling, guidance or spiritual direction will, as soon as possible, explain the nature of confidentiality and its limitations with each person.

Sexual Conduct

1. Church personnel must not exploit the trust placed in them by the faith community for sexual gain or intimacy.
2. Church personnel, because they are in positions of power or authority, must be particularly careful to avoid sexual misconduct, including possession of or distribution of pornography in the workplace. Church personnel should avoid even the appearance of sexual misconduct.
3. Church personnel should report to a supervisor or (if appropriate) to the required legal authorities any violation of the sexual conduct laid out above.