

# Code of Conduct for Church Workers

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For the purposes of this Code of Conduct, Church Workers are defined as all volunteers, interns and staff of Holy Trinity Tewkesbury (HTT). This Code of Conduct is based upon values and biblical principles that are important to Holy Trinity Church Tewkesbury whose patron is The Church Society, a conservative evangelical fellowship whose purpose is to uphold and promote the Biblical foundations of the Church of England. As an evangelical church within the Anglican Church, HTT considers the authority of Biblical scripture to be a true guide for life and society.

All church workers are expected to comply with this code and ensure their language and behaviour is of a high standard as appropriate to Christian leadership and consistent with Holy Trinity's evangelical faith and mission. Church workers who are unsure whether a decision or discussion they are about to take will breach the Code of Conduct should ask their immediate supervisor for advice.

This Code of Conduct applies to all church workers, at all times, and in all places during the period of their employment or role with Holy Trinity. It is expected that all church workers are aware of it and abide by its principles.

Church workers are expected to:

- Demonstrate their commitment to HTT through regular attendance at Sunday worship and regular giving to and participation in the community life and ministry of the church
- Operate in line with Holy Trinity's vision and core values
- Demonstrate love, humility and respect towards others, including other church workers, those who attend church and the wider community
- Strive to act in accordance with biblical teaching, setting a good example of holy living.
- Adopt a diligent and co-operative approach to all aspects of church life (particularly associated with their role within this)
- Contribute to a supportive church community in which everyone can carry out their roles successfully
- Maintain the good name of HTT and its reputation in the community

The following actions are examples of conduct which are not acceptable to HTT community, and which may require a response as per the Disciplinary Procedures in the Employees Staff Handbook (Staff and interns). Team leaders reserve the right to request volunteers step down from a leadership or assistant role if language or behaviour is deemed inconsistent with Holy Trinity's vision and values.

Church workers must not:

- Commit a criminal offence
- Display offensive behaviour including, but not limited to, dishonesty, harassment, hostility, indecency and disruptiveness.
- Act in a way that is deemed inappropriate or likely to cause injury or to impair Health and Safety procedures
- Improperly interfere with the administrative, pastoral, social or other activities of Holy Trinity Tewkesbury
- Breach any codes, policies, rules, or regulations published by HTT or act in a way that brings HTT into disrepute

### For Conducting the Business of the PCC

- The details of discussions conducted at PCC meetings are confidential. Only when the minutes have been agreed and signed off at the next meeting does it become a public record.
- PCC members are asked to support the decisions made collectively by the PCC, even if they held a different personal view during the discussion. Respecting confidentiality and standing together behind shared decisions helps build trust and unity within the PCC. If concerns arise, they should be addressed respectfully within the PCC, or shared with the Church Wardens or Leadership Team, not in public settings.
- The PCC aims to operate with a spirit of shared responsibility, similar to 'cabinet responsibility.' This means that once a decision is made—ideally through consensus or, if needed, by majority vote—all members are asked to support it publicly. This approach fosters unity and helps avoid confusion or division within the church community.