



Code of Conduct for Christian Staff & Interns

Context

Exodus is committed to its staff; to their development, and to supporting them fulfil their role as valued staff members within the organisation. It has a duty of care towards each staff member and is **committed to acting with truth, honesty, compassion, grace and pastoral concern at all times**. Members of staff are encouraged to make every reasonable effort and intention to meet the standards of personal conduct within a work and social context as set out in this code of conduct.

Scope

This document is used at the **recruitment and selection stage** for all new staff whose roles have been identified as carrying an occupational requirement that the person appointed must be a Christian. It will be a condition of the offer of employment that the person appointed commits to this Code of Conduct.

This Code of Conduct also forms the basis of an **understanding of behaviour and expectation** of one another for all those existing staff working in Exodus whose roles require to be undertaken by Christians.

All staff who are required to commit to the Code of Conduct will be required to reaffirm their commitment to this Code of Conduct as part of the **annual appraisal** process.

Applicants whose positions have been identified as carrying with them the occupational requirement that the post-holder must be a committed Christian, will also be asked to assent to our Statement of Faith. Staff in these roles will also be required to reaffirm their commitment to the **Statement of Faith**, as part of their annual appraisal.

Statement of Faith

As a member of the Evangelical Alliance we subscribe to their statement of faith but have summarised our convictions below:

From God's Word, the Bible, we believe that everyone is created in God's image yet needs the life, death and resurrection of Jesus to bring freedom from sin and the fullness of a Spirit-filled life - worshipping and ministering in anticipation of Christ's return.

Ethos Statement

The mission of the church to "...go and make disciples..." demands that **the people of God live holy, distinctive lives**. This is not an easy calling and contemporary culture poses major challenges for discipleship.

For this reason, Exodus takes a clear line on a number of difficult issues:

1. We **support abstinence from alcohol, tobacco and narcotic substances** as a healthy lifestyle alternative. We ask staff and team leaders to support this by taking a position of total abstinence from alcohol while they are involved.
2. We believe that poor choices in entertainment, television viewing and internet use, offend a holy God and have a negative impact our Christian growth, our families and communities. We encourage young people to make positive entertainment choices and ask staff to **consider carefully the places or activities they choose for entertainment and to avoid behaviour that would conflict with the ethos of Exodus** or have a negative impact on those they disciple.
3. Exodus also recognises that the Bible outlines specific behaviours as fundamental to Christian living and as such affirms traditional **biblical views regarding relationships, marriage** (that Christian people should only date and marry another Christian of the opposite sex), **divorce and re-marriage** (as permitted in situations outlined in scripture), **sexuality** (namely that sexual intimacy is only to be expressed within marriage between a man and a woman), the **sanctity of life** (that God makes each one of us male and female according to his will and that life is sacred from conception to natural death) and Christian conduct.

Where a post has been identified as requiring that the post holder is a committed Christian, Exodus would require the post holder to uphold these biblical views.

Code of Conduct

As a result of the beliefs and values of Exodus, the following are **examples of behaviours we would expect to find** in all our staff whose roles have been identified as having the occupational requirement that the post holder is a committed Christian.

- Commitment to **regular biblical engagement and prayer**
- **Striving to grow in the fruit of the Spirit** (love, joy, peace, patience, kindness, goodness, gentleness, faithfulness and self-control)
- **Repentance** of sin
- Willingness to **give account of a living faith** in Jesus Christ within settings and context appropriate to day to day responsibilities
- Regular commitment and participation in the **life of a local church**
- **Abstaining from all activities**, involvements, relationships and associations which would be at odds with profession of Christian faith
- **Treating one another** with grace, respect, courtesy, politeness, forgiveness and kindness.
- **Honesty and co-operation** in our interactions, timekeeping and work practice
- **Respect for authority** and for individual conscience and diversity as people working together
- Commitment to good **stewardship of finances and resources**
- **Compliance with policies and procedures** to safeguard the welfare of all children, young people and vulnerable adults with whom we work

Should a situation develop, where a staff member is suspected of an act or omission contrary to their commitment to this Code of Conduct, Exodus is committed to act in all situations with truth, honesty, compassion, grace and pastoral concern, and will make decisions based on these.

Such issues may be as the result of incapacity or an error of judgement rather than lifestyle choices or a pre-determined behavioural choice, and we will respond in a way that encourages restoration.

In situations where the code of conduct may have been contravened, Exodus will sensitively respond within a context of truth, honesty, grace and compassion, and in accordance with its disciplinary procedure, as time is taken to investigate and consider the circumstance of the situation.

This will mean the following will be factors that will be considered

- The severity of the perceived misconduct.
- Whether the incident is 'one off' or part of repeated behaviour or lifestyle.
- Any mitigating circumstances
- The position of trust of the employee within Exodus
- Christian maturity and understanding
- The treatment of similar instances of misconduct by other employees-if applicable
- The employee's length of service
- The extent of any 'live' disciplinary warnings
- Evidence of regret.

The following is a non-exhaustive list of matters which are considered **gross misconduct** and which may result in the dismissal of an employee. This list should be taken as additional to the list of gross misconduct offences outlined in the disciplinary procedure contained in the Staff Handbook:-

- Renouncing commitment / agreement with any part of the Statement of Faith and / or Code of Conduct
- Deliberate viewing or circulation of pornographic material or other offensive materials
- Drunkenness, the consumption of alcohol or being under the influence of illegal drugs inside or outside work
- Involvement in the occult
- Promotion of aims or beliefs that are contrary to the mission or beliefs of Exodus as laid out in the Statement of Faith and Code of Conduct
- Membership of a group who oppose the Exodus Statement of Faith or expresses views which are contrary to the Statement of Faith and Code of Conduct.
- Other activities outside formal working hours including those which render an employee either unsuitable for the type of work they do or which leads to a breach of trust between employer and employee or where the employee damages the reputation of Exodus or where it affects the performance of an employee in their particular role

It is understood that while every member of staff is vulnerable to behaviour which contravenes the code of conduct, our desire as an organisation is to inspire, encourage and build one another up in order to honour, obey and glorify God in our work. This code of conduct seeks to facilitate this aim.

I have read and understood the code of conduct and confirm that I agree with it and commit to uphold and abide by it:

Name

Signature

Date