



Being Together

Expectations of behaviour in our church community

Jesus told us to love one another as he loves us. As Christians we know our life together is strengthened when our behaviour is consistent with our faith.

However, our experience of being together can be difficult, particularly when there are differences. So, it is important to be clear about how we will behave towards each other.



Being a community

- ✓ We will value the wellbeing and safety of others, particularly children and other vulnerable people.
- ✓ We will encourage each other to participate in the life of the church.
- ✓ We will consider the impact of our behaviour on others.



Relating to each other

- ✓ We will guard the safety of all, especially children and other vulnerable people.
- ✓ We will treat each other with respect and dignity, irrespective of ability, gender, sexuality, race, age or contribution to the church.
- ✓ We will act with integrity and honesty in our interactions with each other.



Communicating with each other

- ✓ We will communicate respectfully with others, and not in a way that threatens, belittles or humiliates.
- ✓ We will speak with integrity and honesty, and refrain from speculation and gossip.



Acknowledging difference

- ✓ We will respect those who are different from us and not isolate or ridicule them.
- ✓ We will listen to and seek to understand the beliefs, opinions and practices of others, even when we do not share their views.



Responding to conflict

- ✓ We will accept responsibility for our part in a conflict.
- ✓ We will be willing to play our part in resolving a conflict.



ANGLICAN CHURCH OF AUSTRALIA



Being Together

Expectations of behaviour in our church community

- ✓ **We will value the wellbeing and safety of others, particularly children and other vulnerable people.**
- ✓ **We will encourage each other to participate in the life of the church**
- ✓ **We will consider the impact of our behaviour on others**

We actively make sure individuals and groups are kept safe from harm and are positively able to flourish, especially:

- Children
- Seniors
- Vulnerable Persons

In particular, all who minister to Children and Young People are also subject to Sections 3 & 5 of Faithfulness in Service, irrespective of whether they are Clergy or Laity.

We speak up and ensure we are heard when we see or suspect someone is treated wrongly.

We maintain clear professional and personal boundaries.

We don't tolerate, in any form (whether individually, in our community or in online environments):

- Bullying
- Harassment
- Coercion
- Aggressive Behaviour
- Behaviour that is adversely affected by alcohol, drugs or medication

We care for our environment and God's creation by:

- Being good stewards of our resources
- Limiting waste



**Being a
community**



Being Together

Expectations of behaviour in our church community

- ✓ **We will guard the safety of all especially children and other vulnerable people**
- ✓ **We will treat others with respect and dignity, irrespective of ability, gender, sexuality, race, age or contribution to the church.**
- ✓ **We will act with integrity and honesty in our interactions with each other.**



**Relating to
each other**

We work together and ensure people feel safe by:

- Being kind, helpful and appreciative
- Assessing risks and minimising harm
- Understanding and respecting boundaries
- Ensuring no special favours or inducements are offered nor dependent relationships enabled

We ensure our decision making is:

- Consultative and collaborative
- Transparent and accountable
- Without personal gain or conflict of interest

We accept the responsibilities and consequences of our decisions, words and actions.

We ensure that those affected by our decisions are:

- Made aware of the implications in a timely and generous manner
- Told of any decision respectfully and helpfully to enable appropriate responses to be made

We celebrate diversity by welcoming all people to be part of and to benefit from our church community.



Being Together

Expectations of behaviour in our church community

- ✓ **We will communicate respectfully with others, and not in a way that threatens, belittles or humiliates.**
- ✓ **We will speak with integrity and honesty, and refrain from speculation and gossip.**

We communicate through speech, writing, behaviour and presence in a way which is:

- Respectful
- Thoughtful
- Honest
- Timely
- Appropriate

We do not:

- Make statements with the intent of causing embarrassment or shame to others
- Gossip or speculate about others

We accept responsibility for our words and their effect on others by:

- Being accountable for what we say and do
- Being patient with one another
- Accepting our part in keeping good relationships and order
- Letting go of grudges and old hurts



**Communicating
with each other**



Being Together

Expectations of behaviour in our church community

- ✓ **We will respect those who listen to us and not isolate and ridicule them.**
- ✓ **We will listen to and seek to understand the beliefs, opinions and practices of others, even when we do not share their views.**



**Acknowledging
difference**

We recognise and respect differences in people and their thinking.

We commit to do as we are asked by Jesus in the Two Great Commandments: to love God and to love our neighbour as ourselves.

We uphold the right of all people to be treated as God's creation made in the image and likeness of God.

We welcome all groups and individuals.

We are sensitive to:

- cultural differences,
- non-political,
- non gender biased and non-sexist.

We keep confidential any personal information and store it securely.

We abide by the requirements of Safe Church provisions.



Being Together

Expectations of behaviour in our church community

- ✓ **We will accept responsibility for our part in a conflict**
- ✓ **We will be willing to play our part in resolving a conflict**

We seek active peace by:

- Resolving our differences positively
- Respecting other people's opinions
- Giving a voice to the vulnerable
- Being servants of one another
- Refraining from aggressive behaviour

When we get things wrong we apologise and make good through repentance, forgiveness and reconciliation.

We change our behaviour and accept the consequences of our wrongdoing.

When we face a disagreement with another person, we:

- Listen carefully
- Use the relevant diocesan policy (Policy and Protocol for Addressing Grievances, Conflict Management & Bullying) to find a pathway to restoration of relationship
- Approach the matter thoughtfully and generously
- Attempt to restore the relationship to a positive new standard

We follow and honour the doctrines, statutes and policies of our church and endeavour to use them to promote peace and God's love amongst all people.



**Responding
to conflict**



Being Together

Expectations of behaviour in our church community

The purpose of this code of conduct is to ensure that everyone in our church community, clergy, leaders, staff, volunteers, attendees and visitors are all aware of the shared understanding of what is expected in terms of behaviour and communication in this place. This shared understanding works to support our policies which seek to foster reconciliation when disputes or grievances arise. There is nothing in this code of conduct which is in contravention to Faithfulness in Service (FiS); however, for the removal of any doubt should there be an interpretation of this document which contradicts FiS, FiS will be the authority.

All members of our church community are encouraged to read this document and apply it to their lives, particularly in relation to the church and its activities. The guiding principles of Being Together are agreed across the Anglican Church of Australia, the specific guidelines in this document are designed to meet the needs of the Diocese of Bunbury, sitting alongside and supporting the statutes, policies and procedures of this diocese.

Our diocesan mission statement reads: We are a Diocesan Family, growing into the likeness of Jesus, all owning the ministry of Christ. This code of conduct comes from our understanding of what it means to be followers of Jesus, to be unified in love for one another and to enable our community to offer a glimpse of what God's kingdom can look like in the world. The work of loving God and loving our neighbour falls to all of us and this code of conduct is designed to give us guidance to help with our Christian ministry.



**Being a
community**



**Relating to
each other**



**Communicating
with each other**



**Acknowledging
difference**



**Responding
to conflict**