

Christ Church Willaston PCC Code of Conduct

Our Christ Church PCC Code of Conduct is a list of statements of how we, in positions of responsibility to the church and as fellow Christians, should behave.

These statements include the Nolan principles such as respect, sincerity, self-control, reliability, selflessness, integrity, openness, honesty, accountability and leadership. Nolan principles are generally accepted principles for the governance of public life.

To maintain the confidence of church members, the PCC needs to act with integrity. A code of conduct sets the standard that council members agree and seek to live by.

But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law. Galatians 5 v22-23 (NIV)

MANAGING POWER:

1. In our PCC, decisions are made in a way that includes and welcomes the input of all members.
2. Our PCC members, model humility and respect and challenge any behaviours and attitudes which don't value and treat people equally.
3. In our PCC, we are aware where power dynamics could create unhelpful or harmful imbalances and can talk about this openly.
4. Our PCC will work to challenge the development of authoritarian or dictatorial power dynamics in our leadership or within the PCC in general.

COMMUNICATING WELL INTERNALLY AND EXTERNALLY:

1. Our PCC communicates messages that support us to develop a safer culture.
2. Our PCC communicates what a safe place looks like so everybody understands what is expected of them and others.
3. We understand where our accountability lies and use it to encourage personal value and equality.

MODELLING SAFE BEHAVIOURS:

These are everyday activities and behaviours that are accepted within the Christ Church PCC.

1. Our PCC is committed to being transparent and clearly communicates what behaviours are acceptable and permissible.
2. Our PCC welcomes feedback on our practises and ways of working from people who are new and also from long standing members.
3. Our routines and rituals are kept under review and reflect a safer, healthier culture. This includes regular safeguarding training as directed by the diocese.
4. Our routines and rituals consider how they might affect people who may be vulnerable.

LISTENING WELL:

This refers to stories that are being told about our church as a whole as well as the PCC.

1. Our PCC encourages a culture that welcomes feedback and encourages open discussion about positive and negative stories being told about our church.
2. Our PCC has a culture that encourages us to be humble in the way we respond to any issues and learn from them.

BUILDING EFFECTIVE STRUCTURES:

These are written and unwritten structures, reporting lines and accountability within the Christ Church PCC.

1. Our structures help to develop and maintain safer, healthier cultures and practices and that leadership is exercised safely.
2. Our leadership structure has processes in place that encourage and invite challenge, scrutiny and accountability.
3. Everyone with responsibility is offered appropriate level of support e.g. through supervision, personal development, coaching, mentoring etc.

ESTABLISHING GOOD GOVERNANCE:

1. Our PCC procedures and the expectations on people are clear, consistent and easy to understand.
2. Control within our PCC is not coercive and the difference between demands and requests is clear.

3. Our PCC willingly seeks impartial advice from outside when faced with complex situations.
4. The behaviours of our PCC members are not rigid, dogmatic or controlling.
5. We give genuine freedom to people about matters that affect their lives.

MEETINGS:

1. We shall prepare for meetings thoroughly by studying the agenda and reading any additional material sent to us (additional material will be emailed 10 working days prior to a meeting)
2. Minutes of each meeting will be sent in a timely manner allowing members to fulfil any actions.
3. We shall study and check the minutes and be responsible for fulfilling any actions assigned to us by given dates. Any amendments to the draft minutes should be directed to the chair at the next PCC meeting (or emailed if unable to attend)
4. We aim to arrive on time or submit apologies in advance if we are unable to attend (except under exceptional circumstances).
5. We shall respect the Chair's leadership of the meeting in all respects.
6. We shall seek to engage in discussion by listening carefully to what others have to say rather than just focusing on our own interests.
7. We shall express disagreement in a courteous and constructive manner, challenging ideas not individuals and seeking to engage with each other's views. We shall be careful not to cause pain or distress in what we say or how we say it.
8. We shall support a decision taken as the will of the PCC, even if we personally disagree with it.

DISCIPLINE:

Should a PCC member fail to observe this Code, the following procedures will be followed:

1. A member maybe asked to leave a meeting after appropriate warnings from the Chair.
2. A member will be allowed to return to that meeting if they agree to abide by this Code.
3. As we are all volunteers, the leaders of the PCC will make every effort to understand a person's argument and to bring matters to a

satisfactory solution in a way that enables the PCC to conduct its business effectively.

4. However, repeated acts of unacceptable behaviour and acts that can bring the church into disrepute, may result in an invitation to consider their membership of the PCC. If this is a safeguarding issue, then the PSO will seek advice from the Diocese safeguarding team.

Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. Colossians 3 v23-24 (NIV)

Agreed by members of the PCC on date: 24/2/25

Date of next review: February 2026