

Appendix 3:

CODE OF CONDUCT

Cornerstone Evangelical Church's code of conduct is a set of guidelines for living out one's faith in daily life, rooted in the principles of loving God and loving your neighbour as yourself, as taught by Jesus.

Cornerstone's Statement of Faith¹ clearly sets out the principles of the beliefs we hold and under these principles are the policies and guidelines that are put in place to ensure that the Church family is governed and guided. In particular, the Safeguarding Policy² is a key document that seeks to protect children, young people and vulnerable adults from abuse and inappropriate behaviour from those in positions of trust³ and to reduce the risk of unfounded allegations of abuse being made within our Church community.

Core Principles

- **Love God:** Devoting one's life to Christ and following His teachings as the primary guide for conduct.
- **Love Your Neighbour:** Treating others with the same love and kindness you would offer yourself.

The Trustees and Elders would expect all Cornerstone's workers, who are in a position of trust, whether paid or voluntary, to demonstrate the following attitudes and behaviours at all times, seeking to be like Jesus in the way that you serve others.

- **Create a Safe-working Environment**

Endeavour to create an open culture and safe environment where all are welcomed and can share concerns.

Work in an 'open' environment, avoiding private or unobserved situations.

Display Safeguarding information where it can be clearly seen and accessed.

¹ Statement of Faith is found on the Cornerstone Church suite website

² Access to Safeguarding Policies and Appendices found on church suite Home page

³ Guidance issued by Home Office 'Abuse of Trust' states it is unacceptable for people in a position of trust to engage in any behaviour which might allow a sexual relationship to develop.

Respect the boundaries of children and young people, understanding that your behaviour may be misinterpreted.

- **Integrity, Truth and Honesty:**

Be trustworthy, following the laws of the land and the policies within our Church community.

Speaking the truth in love, avoiding exaggeration, and promoting truthfulness in all work practices.

Listen carefully to others and be prepared to challenge and to be challenged.

Never plan to be alone with a child or young person.

- **Humility and Service:**

Never abuse your position but rather seek to serve others rather than exalting oneself.

Be responsible and work in a transparent and accountable way.

- **Respect, Dignity and Kindness:**

Show respect for others and treat them with dignity, kindness and fairness.

Have regard for individual's interests, rights, safety and wellbeing.

Treat those who are vulnerable or with care and support needs with respect and be thoughtful in your approach to gender, race, religion or disability matters.

- **Care for Self and Others:**

Care for one's own spiritual, mental, and physical well-being, as well as the well-being of others.

Respond to any concern, worry or allegation of any kind in the appropriate way. Safeguarding is everyone's responsibility and there are guidelines to follow if you have any concerns in this area.⁴

⁴ Safeguarding Policy & Appendix 1 & 2 provide more detailed guidelines

Try not to do anything that could lead to your behaviour being perceived as bullying, emotional abuse, harassment, physical abuse, spiritual abuse or sexual abuse.

- **Professional Conduct:**

Those in paid employment should practise professionalism with integrity, seeking high quality and effectiveness in their work.

They should follow policies, procedures and guidelines as required.

They should maintain honesty in financial dealings.

They should be willing to seek advice from someone with greater experience when necessary.

- **Conflict Resolution:**

Resolve disagreements privately and with grace, and refrain from unnecessary criticism of others.

Showing compassion and forgiveness in personal and public life.

- **Wisdom and Discernment:**

Seek wise counsel from other believers and discern God's will in difficult situations.

Application in Different Contexts

- **Personal Life:**

Live with completeness before God and others, remaining prayerful, and staying honest in words and actions.

- **Work and Professional Life:**

Integrating faith into work practices, acting with love and professionalism, and avoiding conflicts of interest for personal gain.

- **Leadership Roles:**

Using authority to build up the church community, maintaining transparency and honesty, and acting with fairness and justice.

Documents used to formulate this version:

AI tools;

Adopted and adapted Code of Conduct from Thirtyone:eight (last Version)

Evangelical Movement of Wales Code of conduct for workers

CODE OF CONDUCT DECLARATION

Please sign this document to show the Trustees and Elders that you will seek to behave in accordance with the stated guidelines as a valued worker with Children, Young People and vulnerable adults, whether paid or voluntary.

Your name:

I have read and affirm Cornerstone Evangelical Church's Statement of Faith.

I agree to act in accordance with the stated Code of Conduct within my role as:
(state role)

I also agree to follow and act in accordance with all Cornerstone's policies and especially those most relevant to my position in the Church. (Safeguarding; Health and Safety; GDPR;)

Signed:

Date:

November 2025