

Code of Conduct

Context

We are committed to making Jesus known, serving our members, and fulfilling the charitable objectives of the OCCA. This code of conduct connects with the Statement of Faith.

The OCCA is committed to its staff, to their development both professionally and spiritually and has a 'duty of care' towards each member of the team. The OCCA is committed to act in all circumstances with Christ-like compassion, grace, and pastoral concern. Members of staff are encouraged to make every reasonable effort and intention to meet the standards of personal conduct and working practice set out in this code of conduct.

Scope

Most roles have an occupational requirement relating to religious belief. For example, roles which have significant leadership or representative responsibilities, or that are central to fulfilling the aims and purposes or developing and maintaining our Christian ethos, will have an occupational requirement for the postholder to be aligned with our beliefs (that is, to be an evangelical Christian).

This document is used at the recruitment and selection stage for new entrants and forms part of the application pack sent to people applying for vacancies at the OCCA. Applicants will be asked to confirm that they are happy to abide by the code of conduct, as part of the recruitment process.

This document also forms the basis of an understanding of behaviour and expectation of one another for all staff working at OCCA, whether or not an occupational requirement relating to religious belief applies.

Policy

As a result of our underlying shared beliefs and values, the following are examples of behaviours we would expect to see lived out within the staff team at the OCCA:

- 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.

- The treatment of one another with grace, respect, courtesy, politeness, forgiveness, and self-control as well as justice, integrity, and truth: living out the OCCA's values both in behaviour and in tone of communication.
- Honesty and co-operation in our interactions, timekeeping, and work practice.
- Respect for authority and diversity as people working together.
- Commitment to good stewardship of the OCCA's finances and resources.

**It is recognised that there will be specific criteria in this policy, as asterisked above, which are only likely to be relevant to posts where the occupational requirement detailed above applies.*

Should a difficult situation develop, the OCCA is committed to ensuring that Christ-like compassion, grace, and pastoral concern inform our decision-making.

Such issues may be as the result of an incapacity or an error of judgement rather than wilful lifestyle choice or pre-determined behavioural choice and the OCCA undertakes to respond in a way that reflects our beliefs and values, encouraging restoration.

The Bible condones and condemns certain specific behaviours. In situations where these standards may have been contravened, the OCCA would act within a context of Christ-like grace and compassion. In some circumstances, that may appropriately mean applying the disciplinary procedure.

The disciplinary procedure may not always be the most appropriate route for achieving restoration. In no way does its existence or application exempt the OCCA from making every possible effort to act in accordance with its charitable objectives, beliefs, and values, such as to guide the honest pursuit of truth, to encourage fulfilling biblical approaches to sex, to support stable family life and to model good working relationships that convey respect for people and property.

The following is a non-exhaustive list of key beliefs that we hold, as a consequence of our core belief in the authority of the Bible as set out in the Evangelical Alliance Statement of Faith:

- marriage as a lifelong union between one man and one woman to the exclusion of all others.
- marriage as the only place approved by God for sexual relations; and
- God creating male (man) and female (woman) as distinct, binary, and immutable.

The following is a non-exhaustive list of behaviours that we would not accept, as a consequence of our core belief in the authority of the Bible.

- the repeated use of blasphemy or sexual innuendoes; and

- involvement in the occult.

Where the occupational requirement detailed above applies, engaging in or promoting or condoning such behaviours, or promoting or condoning beliefs that are in conflict with our Statement of Faith (for example through engagement in an organisation or activity outside work that is in conflict with it) may be irreconcilable with working with the OCCA.

It is understood that while every member of staff, Christian and non-Christian, is vulnerable to and will engage in behaviour which contravenes that laid out in scripture, our desire as an organisation is to inspire, encourage and build one another up in the faith in order to honour, obey and glorify God in our work.