

A SAFE CHURCH CULTURE EXPRESSED IN THE BEHAVIOURS WE DESIRE FROM ONE ANOTHER

A working document – August 2019

Focus Area 	Our expectation 	We desire to see situations where clergy, church workers and lay people are	We have an acceptable situation where clergy, church workers and lay people are	We will take steps to address concerning conduct where clergy, church workers and lay people are
Cultural Phase	CREATIVE	COMPLIANT	CORROSIVE	
Catchphrase – Behaving 	“Above the line”	“On the line”	“Below the line”	
<p>Flourishing: We wish to see a comprehensive expression of Anglicanism develop within the Diocese through which people are flourishing by God’s grace.</p>	<p>finding innovative ways of enabling and encouraging people in their ministry area and their colleagues to fulfil their vocation and calling.</p>	<p>enabling and encouraging people in their ministry area and their colleagues to fulfil their vocation and calling.</p>	<p>misusing power, diminishing others or engaging in factionalism which restricts or impedes the ministry of others.</p>	
<p>Being a community: We will value the wellbeing of others. We will encourage each other to participate in the life of the church. We will consider the impact of our behaviour on others.</p>	<p>Preferencing the wellbeing of people over other demands or expectations</p> <p>Finding new ways of participating in and encouraging others to participate in church life.</p> <p>Openly reflecting with their leaders, peers and immediate team about the impact of their behaviour on others</p>	<p>Clearly valuing the wellbeing of others</p> <p>Using existing processes to encourage people to participate in the life of the church.</p> <p>Actively participating in church life.</p> <p>Responding thoughtfully and appropriately to enquiries about the impact of their behaviour on others.</p>	<p>Acting in ways which diminish the wellbeing of others</p> <p>Disengaging from participation in wider church life</p> <p>Behaving in ways that discourage people from participating in church life.</p> <p>Resisting appropriate enquiry into and accountability for the impact of their behaviours on others</p>	
<p>Relating to each other: 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.</p>	<p>Exercising leadership that affirms Christ’s welcome to all people.</p> <p>Developing and implementing processes that enhance transparency, integrity and honesty in their ministry setting</p>	<p>Clearly treating other people with respect and dignity consistent with the expectations of <i>Being Together</i> and <i>Faithfulness in Service</i></p> <p>Acting with transparency integrity and honesty in their interactions with others.</p>	<p>Behaving in a disrespectful or harmful manner to based on a person’s impairment, gender, sexuality, race, age or engagement with the church.</p> <p>Behaving dishonestly or engaging in behaviour which lacks integrity or transparency.</p>	

<p>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.</p>	<p>Working to enhance positive and transparent communication (written, visual and verbal) aimed at strengthening and encouraging others.</p>	<p>Communicating respectfully and openly (in writing, visually and verbally) in ways that encourages others.</p>	<p>Communicating (in writing, visually and verbally) in ways that are dishonest, lack integrity, threaten, belittle, humiliate, speculate adversely, or engage in gossip.</p>
<p>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</p>	<p>proactive in including people who we experience as different establishing and promoting respectful opportunities to listen to and understand people’s different perspectives</p>	<p>respecting people who we experience as different engaging in open and respectful dialogue with people with whom they disagree.</p>	<p>disrespectful of people who we experience as different; isolating them or ridiculing them. Aggressive in their engagement with the views of people with whom they disagree</p>
<p>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.</p>	<p>initiating processes to resolve conflict and help others resolve conflict.</p>	<p>participating willingly in resolving conflicts of which they are part and of which they are aware</p>	<p>blaming others for the existence of conflict not participating in processes aimed at resolving conflict</p>
<p>Promoting Safety: We will promote behaviours that support the physical, psychological, social, spiritual and moral safety of all people.</p>	<p>imagining and implementing practices that enhance a safe church environment and individual safety focussing on the needs of the child or vulnerable person</p>	<p>actively and willingly implementing all of safety recommendations and protocols focussing on the needs of the child or the vulnerable person</p>	<p>slow in implementing safety recommendations or who actively discourage their implementation who preference the needs of the institution or the wrongdoer over the child or the vulnerable person</p>