

Code of Conduct for Leaders



Presbyterian Church in Ireland Organisations and Ministries

Purpose

This Code of Conduct outlines the standards of behaviour expected of all leaders serving within organisations, ministries and activities connected to the Presbyterian Church in Ireland (PCI). It is intended to promote safe, respectful and Christ-centred leadership that reflects the values of the Gospel and the safeguarding principles of PCI.

Leaders include ministers, elders, employees, volunteers, youth leaders, children's leaders, committee members and anyone entrusted with responsibility within the life of the Church.

As a Leader, I Will:

1. Demonstrate Christian Character

- Treat all people with dignity, respect, fairness and compassion.
- Act with honesty, integrity and humility.
- Model behaviour that reflects Christian faith and values.
- Avoid language or conduct that is abusive, intimidating, discriminatory or inappropriate.

2. Promote Safeguarding and Wellbeing

- Follow all PCI safeguarding policies, procedures and reporting requirements.
- Help create a safe, welcoming and inclusive environment for children, young people and adults.
- Respect personal boundaries and appropriate relationships.
- Never engage in bullying, harassment, coercion, manipulation or abusive behaviour.

3. Exercise Responsibility and Accountability

- Carry out my role responsibly and within agreed boundaries.
- Work cooperatively with church leaders, colleagues and volunteers.
- Accept accountability for my actions and decisions.
- Raise concerns appropriately where safety, wellbeing or misconduct may be an issue.
- Ensure that all required safeguarding training, refresher training and AccessNI checks are completed and kept up to date in accordance with Presbyterian Church in Ireland safeguarding policies, procedures and guidance.

4. Maintain Appropriate Conduct

- Use social media, electronic communication and digital platforms responsibly and appropriately.
- Avoid situations that could compromise my integrity, reputation or the reputation of the Church.
- Never misuse my position of trust, authority or influence.
- Respect confidentiality while recognising safeguarding responsibilities.

5. Support a Positive Church Culture

- Encourage kindness, inclusion and healthy relationships.
- Listen respectfully to others and value differing perspectives.
- Address conflict constructively and peacefully.
- Support the mission, witness and good name of the Presbyterian Church in Ireland.

Leaders Must Not:

- Engage in any form of abuse, neglect, bullying or harassment.
- Develop inappropriate relationships with children, young people or vulnerable adults.
- Use offensive, threatening or discriminatory language.
- Act while under the influence of alcohol or drugs in any church activity where responsibility for others is required.
- Share inappropriate images, messages or content online.
- Ignore safeguarding concerns or fail to report concerns appropriately.

This policy is to be implemented under the authority of Holy Scripture and in accordance with the Confessional Standards of the Presbyterian Church in Ireland.

Policy Approved By: Kirk Session of Waringstown Presbyterian Church

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