

Melton Vineyard Staff Code of Conduct and Ethos Statement

Context

Melton Vineyard is an organisation with a Christian ethos and purpose at its heart.

Melton Vineyard is committed to its staff; to their development, and to supporting them to fulfil their role as valued members within the organisation. It has a duty of care towards each member and is committed to acting with compassion, grace and pastoral concern at all times.

Staff are encouraged to make every reasonable effort and intention to meet the standards of personal conduct within a work and social context as set out in this Code of Conduct.

Scope

This document is used at the recruitment and selection stage for all new staff, who will be asked to confirm that they are happy to abide by the Code of Conduct.

It also forms the basis of an understanding of behaviour and expectation of one another for all those existing staff working in Melton Vineyard.

Behaviours

In line with Melton Vineyard's beliefs and values the following are examples of behaviours we would expect to see actively demonstrated in the lives of our staff:

(For roles with no occupational requirement for the employee to be a committed Christian, points 1 - 5 below do not apply)

1. Commitment to loving God with all your heart, with all your soul, and with all your mind and loving your neighbour as yourself (Matthew 22:37-39)
2. Commitment to the development of one's own emotional and spiritual health;
3. Commitment to regular personal bible study and prayer;
4. Commitment to contributing to the spiritual, cultural and social well-being of the citizens of Melton;

5. Commitment to participating in the community of a local church (if not Melton Vineyard);
6. Treating people with equal respect and kindness irrespective of race, religion, gender, sexuality, disability or other characteristic;
7. Abstaining from all activities, involvements, relationships and associations which might in any way compromise the good name and standing of Melton Vineyard;
8. Honesty and co-operation in our interactions, timekeeping and work practice;
9. Respect for authority and for individual conscience and diversity as people working together;
10. Commitment to good stewardship of Melton Vineyard's finances and resources;
11. Compliance with the Melton Vineyard Policies and Procedures.

We value diversity and inclusion and warmly welcome applicants from all backgrounds. Where there is a Genuine Occupational Requirement or Organised Religion Occupational Requirement we require postholders to be Christians whose lifestyle is in line with the church's teaching.

Contravention of Policy

In situations where the Code of Conduct may have been contravened, Melton Vineyard will sensitively respond within a context of grace and compassion, and in accordance with its disciplinary procedure.

It is understood that, while every member of staff is vulnerable to behaviour that contravenes the Code of Conduct, our desire as an organisation is to inspire, encourage and build one another up in order to honour, obey and glorify God in our work. This Code of Conduct seeks to facilitate this aim.