

Church and Industry Group Birmingham and Solihull

CODE OF BEHAVIOUR FOR WORKPLACE CHAPLAINS

Chaplains are expected to take note of these guidelines. CIGB provides training, support and team opportunities to work on these skills.

Serious breach of this Code could lead to removal of authorisation by CIGB, in accordance with behaviour management procedures.

CIGB chaplaincy helps workplaces to be learning places of faithful values and of good character. CIGB seeks for Fulfilled Individuals and an Economy that helps us be good humans together. CIGB sees faith as an integral part of what it is to be human.

CIGB chaplains are respectful of individual's faith choices and practices. CIGB chaplains are in sympathy with CIGB's Charitable objectives of advancing the Christian faith, community development and citizenship. Chaplains with CIGB recognise that: each individual has dignity and worth and their spirituality is an essential part of their health and wholeness; the spiritual care of persons is part of the total care offered within organisation; inclusivity and diversity are foundational values in pastoral services offered to persons, and are valued through the structures of CIGB's recruitment, support and care for voluntary chaplains.

Chaplains are present in an organisation for people of all faiths and all Christian denominations, and of no faith; but they may assist Christians and other faith members in the workplace wanting to live out their faith.

Chaplaincy is a 'self-emptying' generosity: chaplains ensure that they set up structures for themselves for emotional and spiritual replenishment.

In their Behaviour, chaplains should aim to be:

1. Non-judgemental and non-discriminatory; respectful of individual background / tradition; not causing unnecessary offence.
2. Listeners, allowing speakers to think for themselves and find their own answers, as far as possible: but chaplains are not acting as counsellors and can give cautious, appropriate suggestions.
3. Able to explain their own faith motivations and beliefs in appropriate language, when asked about them.
4. Responsible and professional, as far as possible; eg in keeping appointments, being reliable.
5. Recognising that all of us at times fall short of the ideals of our own values / traditions; thus respecting mistakes.
6. Loyal to the host organisation: not betraying sensitive information outside of the business.
7. Communicating clearly and responding professionally to requests and using advertising opportunities to promote the services of chaplaincy.
8. Adaptable and Imaginative, as far as possible, in fitting chaplaincy to the structures and changes in the organisation. Sensitive to work patterns and not disrupting work unnecessarily, nor breaking local rules.
9. Confidential - even from own faith group, or organisational management, if needed – and with respect to the confidentiality rules of the organisation. But abuse or serious potential harm must be passed on.

10. Prayerful and Reflective: discerning where God is at work in a situation; seeking to learn about the host organisation; and taking the necessary time to know themselves and feed their own spiritual life.
11. Connecting with a local church or faith community and using their experience to feed the life and faith of that community.
12. Maintaining and celebrating integrity; being particularly supportive of those who are vulnerable and powerless; being willing, if necessary, to witness to the causes of significant problems.
13. Understanding of other faith traditions, festivals etc and respecting their convictions. Chaplains should not attempt to recruit or convince someone to another way of faith or thinking.
14. Observing Health and Safety, Equalities, Safeguarding and Data Protection regulations, and taking care of their own and others' safety, eg taking lone-working precautions (as necessary) and avoiding situations where they may have allegations made against them.
15. Taking part in chaplaincy team meetings and de-briefing with colleagues, as appropriate, and being supportive of colleagues; reporting serious incidents to Team Leader and / or CIGB.
16. Managing conflicting relationships, when belonging to more than one organisation. Chaplains should not misuse power, or their position: eg for personal gain, nor for exploiting emotional or financial relationships.