

To maintain strict confidentiality of all matters shared with them in confidence, except when required by law to do otherwise eg when children or adults are experiencing or at risk of experiencing abuse, harm or neglect, or when there is a safety issue affecting the whole community.

To safeguard people and protect the more vulnerable by attending and refreshing mandatory URC Safeguarding training (basic, intermediate and advanced) and having a working knowledge of the URC's Safeguarding Policy and Guidance (Good Practice 5) and its code of conduct in working with children and adults at risk (Appendices A3 and A4).

To be aware of and maintain appropriate boundaries by undertaking mandatory URC Safer Sacred Space Boundaries training and promoting safe and healthy relationships with those they come in contact with.

To exercise care and sensitivity in seeking counsel from colleagues and to protect the identity of third parties unless permission has been granted.

To attend meetings, respond to correspondence and keep appropriate records efficiently and effectively, having regard to the Data Protection Act 2018 and General Data Protection Regulations requirements (GDPR).

To observe the URC's Gift Policy for Ministers of Word and Sacraments and Church Related Community Workers and to account carefully for expenses and any funds held on behalf of others.

Not to undertake duties whilst under the influence of alcohol or drugs or when medically advised not to do so.

To refrain from using privilege or power for personal advantage or gain, whether financial, emotional, sexual or material (Good Practice 5 Section 3.3.10).

Not to do anything to undermine the spiritual health of another.

3b Relationships with ministerial colleagues

To support the ministry of other CRCWs and Ministers of Word and Sacrament and not interfere with the conduct of ministry or the direction of church life of other pastorates.

To strive to protect colleagues from prejudicial discrimination on the basis of gender, race, age, disability or sexual orientation.

To sever all professional ties with a previous post and refer any requests or enquires of previous posts to the interim moderator or new CRCW.

To respect the work of predecessors and successors and deal honourably with their record.

To consider carefully the location of retirement housing and try to avoid living in the immediate area of past posts.

To welcome retired colleagues as members of the pastorate.

3c Relationship with Elders, members and others

To regard all persons with equal love and concern.

To uphold values of faithfulness, trust and respect.

To share leadership and pastoral care with others called to these purposes.

Not to seek to influence inappropriately a pastorate in the call of a new Minister.

