



Code of conduct for Clergy, Staff and Volunteers

The values we will seek to embody

Healing

Lichfield Cathedral has been, since earliest times, a place where people sought healing. We will seek to be a place where people's desire for health and healing of mind, body, relationships and world can be prayed for; where the sacraments of healing are regularly celebrated; where space is made for quiet prayer and the ministry of intercession is offered and available.

Holiness

The Cathedral building points people to God through the love of Jesus Christ; the Cathedral community is caught up in the proclamation of the Christian faith and in living out its message. The Cathedral is a holy space through which people can begin to experience God. It is animated by worship and prayer; the building and its history offer an invitation to all to encounter God and God's peace. Music is offered at the highest standard to enhance its feeling of holiness and for people to glimpse God through the holiness of beauty.

Hospitality

A Christian welcome is the first obligation the Cathedral has to all its visitors; that attitude of hospitality will be further exemplified by the way we trade in the Shop and Café, the way we answer enquiries, by our web presence, notices, communications and marketing. It will be further resourced by our programme of music, tours and visits, events and exhibitions, performance, interpretive literature and display. It will help visitors/pilgrims engage with the Cathedral and open opportunity for prayer and reflection.

Hope

The Christian faith is about a hope that helps us look forward, confident of what God has achieved in Jesus Christ; that sees us through evil, sin and death; and is resilient in the face of wickedness and suffering. The Cathedral's whole mission is to offer an alternative view of life and, in its approach to people and opportunities, it will seek to inform each with all the patience, energy and wisdom of Christian hope. The Cathedral will seek to serve and understand the challenges and changing needs of our world and society and will work in partnership with the Diocese and other organisations to bring a distinctive note of hope to all our contemporary concerns.

(Lichfield Cathedral Strategic Vision 2014 – 2023).

It is the responsibility of all who work or volunteer with the Cathedral to:

1. Act within their role description.
2. Act in the best interests of Lichfield Cathedral as a whole – considering what is best for the organisation and its beneficiaries always acknowledging the difference between the role of staff and the role of the volunteers and stakeholders (the worshipping community).
3. Manage conflicts of interest effectively by abiding by Lichfield Cathedral's conflict of interests policy which can be found at T:\Departments\HR or which can be requested by contacting the Cathedral office.
4. Comply with the Church of England's Safeguarding responsibilities; including children, young people and vulnerable adults; as well as our commitment to responding well to those suffering from domestic abuse and mental health issues.
5. Respect confidentiality – understanding what confidentiality means in practice for Lichfield Cathedral, its governance bodies, staff and volunteers. Any information about Lichfield Cathedral or its employees, volunteers, or its congregation that comes into your possession because of your work with the Cathedral, whether as employee or as a volunteer, is confidential and should remain so at all times.
6. Ensure all correspondence either verbal, email or letter is polite, fit for purpose and sent only to the intended recipient.
7. Attend meetings and other appointments on time or give timely apologies
8. Actively engage in discussion, debate and voting in meetings – contributing positively, listening carefully, challenging sensitively and avoiding conflict.
9. Work considerately and respectfully with all – respecting diversity, different roles and boundaries, and avoiding giving offence.
10. Work to protect the good name of Lichfield Cathedral – avoiding bringing the organisation into disrepute.

Eg

DO NOT share confidential information inappropriately

DO remember someone else might misinterpret your actions, no matter how well-intentioned;

DO take any allegations, suspicions or concerns of abuse seriously and refer immediately.

DO NOT trivialise abuse;

DO NOT engage in inappropriate behaviour or contact - physical, verbal, sexual;

DO NOT use inappropriate language – speaking, writing, phoning, email or internet;

DO NOT just rely on your good name to protect you

All staff, volunteers and stakeholders are expected to honour the content and spirit of this code.

The Chapter of Lichfield Cathedral

December 2019