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**The Parish of Solihull**

**CODE OF BEHAVIOUR FOR VOLUNTEERS AND GROUP MEMBERS**

**Statement of Intent**

This document applies to all volunteers, and members of congregations and groups belonging to Solihull Parish and its churches. Hereafter they shall be referred to as ‘Members’.

Members are reminded that their own behaviour should be exemplary in dealing with PCC employees, volunteers, members of our congregations, trustees and members of the public.

The PCC of Solihull Parish recognises that the majority of Members act appropriately and treat each other with dignity and respect. However, we consider it important to clarify the expected standards.

Members are asked to have regard to the Code of Conduct for Employees of the Parochial Church Council of the Ecclesiastical Parish of Solihull (the PCC) in carrying out their agreed duties and functions. While not all of the Code will be directly relevant to members, they are asked to have particular regard to the need:

* for consideration and courtesy in dealing with others,
* to declare any interest which might pose problems,
* and to observe the requirements in force relating to health and safety, and the use of church premises, equipment and communication.

This note is supplementary to any volunteer agreement already in force.

For volunteers and members of groups, failure to observe our expectations of behaviour may result in them being asked to leave their role or group.

Solihull PCC is committed to the values and virtues set out by the Nolan Principles, the ethical standards expected of public office holders:

1. Selflessness – Members should act solely in terms of the best interests of the Parish.
2. Integrity – Members must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work.
3. Objectivity – Members must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.
4. Accountability – Members are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
5. Openness – Members should act and take decisions in an open and transparent manner.
6. Honesty – Members should be truthful.
7. Leadership – Members should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.