



St Faith and St Laurence Church, Harborne Statement of Intent

Agreed by the Parish of St Faith and St Laurence Church, Harborne, Birmingham

Signed by Revd David Parker (Priest-in-Charge)

Dated: 10/03/2026

The Church is required by God to foster relationships of the utmost integrity, truthfulness and trustworthiness. The Vicar, wardens and Parochial Church Council (PCC) of this parish will seek to ensure that the working environments within their sphere of control are supportive towards all our clergy, Readers, employed staff, volunteers and laity. This includes adoption and implementation of this statement of intent and being prepared to challenge inappropriate behaviour and to take action if such behaviour is evidenced or observed.

The following are examples of behaviour that are acceptable and unacceptable in our church community.

The behaviours that we wish to model in our church are:	The behaviours which are not welcome in our church are:
<ul style="list-style-type: none"> ✓ Actively listening to others ✓ Appreciating and valuing the opinions of others ✓ Treating others with dignity and respect ✓ Demonstrating a willingness to co-operate and work together ✓ Dealing with conflict constructively ✓ Forgiveness when things go wrong ✓ Providing support and help to others ✓ Respecting the authority and decisions of others ✓ Speaking up for others ✓ Promoting inclusiveness ✓ Thanking and recognising the effort and contribution of others ✓ Apologising when something goes wrong ✓ Considering matters from various perspectives ✓ Conducting self in a manner that reflects the behaviours above 	<ul style="list-style-type: none"> ✗ Being hostile to others or deliberately making anyone feel unwelcome ✗ Causing distress, offence or humiliation to others ✗ Constantly criticising others' work or efforts ✗ Constantly highlighting errors/mistakes made by others ✗ Ignoring or excluding individuals ✗ Ignoring the views of others ✗ Frequently talking over others ✗ Making malicious and unfounded allegations of others ✗ Making insulting or abusive comments about others ✗ Shouting at or being abusive to others ✗ Pointing fingers, invading personal space, blocking or barring the way of others ✗ Spreading rumours/gossip about others ✗ Threatening violence or physically attacking others ✗ Making unwelcome sexual advances ✗ Using malicious or insulting language ✗ Withholding information from others to isolate them ✗ Using racist, sexist or discriminatory language

St Faith and St Laurence church expects the highest standards of behaviour from all those who participate in any way in leading or supporting its activities, whether in a salaried, stipendiary or voluntary position. In particular, it expects everyone to avoid behaviour that could lead to allegations of bullying or harassment. We have signed up to:

- Behave in ways which support a non-hostile environment for ourselves and those around us
- Be supportive of others
- Challenge inappropriate behaviour and to speak up for others
- Take action where we observe or have evidence that someone is being bullied or harassed.

If you would like information on how to address a concern about bullying or harassment please speak to the Priest-in Charge or one of the Churchwardens. Contact details are in the magazine, on the noticeboard and on our website <http://saintfaithandsaintlaurence.co.uk>

Adopted: November 2020

To be reviewed: March 2027