

Charter Practices : Excellence in Employment.

We believe that we should be excellent in our practice of employment. We believe in the God given value of all who work for us, whether as a paid member of staff or a volunteer in a team. We will do all we can to provide an environment where our employees and teams can flourish.

When Jesus sends out the disciples (Luke 10) he reminds them that, 'the worker deserves their wages'. This is echoed by Paul's words to Timothy (1 Timothy 5) when he encourages a strong work ethic, but also a reminder that support is needed so Timothy can focus on the ministry to which he has been called.

(Start Here) : *Just adopted the charter? It isn't about agreeing with a document, but more about the way the practices become part of our church life together and shape the kind of support we offer to both salaried and volunteer children's and youth ministers. 'Start Here' is a straightforward way of putting the charter in to practice.*

Starting Practice -

- Our Clergy (and / or line manager) has received Line Management Training and they and the PCC keep themselves abreast of the latest updates in employment law and good practice.

(Developed practice) : *Keen to move things along? Once the starting practices have become embedded, start to add the following when you feel ready.*

Developing Practice -

- We carry out a regular review of the salaries / expenses that are paid to our worker(s), ensuring they are fair and commensurate for the requirements of the role, experience of the employee and qualifications held related to the post(s).
- There is a staff hand book (annually updated) containing all relevant procedures and policies for the work being undertaken.
- A review of the worker(s) job description takes place annually to ensure that it evolves and develops with the role.
- We regularly engage with the wider church (our Diocese and NCIs) to ensure we are managing our worker(s) in accordance with best practice.

(Add your own) : *The starting and developing practices are ideas to get you off and running, we would love you to add your own practices and then share them with us so we can share them with others.*


