

The International Christian Church Network (TICCN)

Code of Conduct

Approved by: Trustees / Governing Council of TICCN

Applies to: All TICCN churches, ministries, partner organisations, staff, clergy, trustees, volunteers, contractors, and representatives

Review cycle: Every 3 years or sooner if required by law or best practice

Version: 1

Date: 21st January 2026

1. Purpose of this Code

The International Christian Church Network (TICCN) Code of Conduct sets out the **standards of behaviour, integrity, and professionalism** expected of all those who represent or serve within TICCN.

This Code exists to:

- Protect children, adults at risk, beneficiaries, and the public
- Protect volunteers, staff, clergy, and leaders
- Protect the reputation and witness of TICCN
- Promote a culture of trust, respect, and accountability

2. Our Values

All who serve within TICCN are expected to act in a manner consistent with:

- Christian integrity and moral responsibility
- Respect for the dignity and worth of every person
- Honesty, humility, and accountability
- Service, care, and compassion

3. General Standards of Behaviour

All representatives of TICCN must:

- Act lawfully, honestly, and in good faith

- Treat others with dignity, respect, and fairness
- Behave in a manner that upholds public trust and confidence
- Avoid behaviour that could bring TICCEN into disrepute
- Follow TICCEN policies and procedures at all times

4. Safeguarding and Duty of Care

Safeguarding is a core responsibility for everyone within TICCEN.

All individuals must:

- Follow TICCEN's Safeguarding Policy and procedures
- Maintain appropriate professional boundaries
- Never abuse a position of trust or authority
- Never engage in physical, sexual, emotional, spiritual, or financial abuse
- Report safeguarding concerns immediately

Failure to comply with safeguarding responsibilities may result in removal from role and further action.

5. Professional Boundaries

Those serving within TICCEN must:

- Maintain appropriate boundaries in relationships
- Avoid favouritism, dependency, or manipulation
- Avoid being alone with children or adults at risk where possible
- Use physical contact only where appropriate, necessary, and consented to

6. Conduct Towards Others

TICCEN will not tolerate:

- Bullying, harassment, or intimidation
- Discriminatory language or behaviour
- Abuse of power, authority, or influence

All disagreements should be handled respectfully and constructively.

7. Sexual Conduct

All those in leadership, pastoral, or representative roles must:

- Act with sexual integrity and responsibility
- Never engage in sexualised behaviour towards beneficiaries or those under their care
- Never exploit pastoral or spiritual relationships

Any breach of this section will be treated as a serious matter.

8. Use of Power, Authority, and Influence

Positions of leadership and ministry carry responsibility.

Individuals must:

- Use authority responsibly and transparently
- Avoid coercion, pressure, or manipulation
- Encourage freedom of conscience and personal responsibility

9. Confidentiality and Information Handling

Those serving within TICCEN must:

- Respect confidentiality and privacy
- Share information only where lawful and appropriate
- Follow TICCEN's Data Protection & Privacy Policy

Confidentiality must never be used to conceal wrongdoing or abuse.

10. Financial Integrity

All representatives must:

- Act honestly in financial matters
- Never misuse funds, property, or resources
- Declare and manage conflicts of interest

- Follow TICCEN's financial controls and procedures

11. Online, Digital, and Social Media Conduct

When representing TICCEN online or digitally, individuals must:

- Communicate respectfully and responsibly
- Avoid offensive, misleading, or harmful content
- Never engage in private or secret communications with children
- Follow TICCEN guidance on online safeguarding

12. Alcohol, Drugs, and Behaviour

Those serving within TICCEN must:

- Not be under the influence of illegal drugs while carrying out duties
- Exercise good judgement regarding alcohol consumption
- Never allow substance use to compromise safety, professionalism, or integrity

13. Breaches of the Code

Breaches of this Code of Conduct may result in:

- Guidance, training, or supervision
- Temporary suspension or removal from role
- Disciplinary action
- Referral to safeguarding or statutory authorities where appropriate

14. Raising Concerns

Concerns about conduct may be raised through:

- Line management or church leadership
- TICCEN Complaints Policy
- TICCEN Whistleblowing Policy
- TICCEN Safeguarding Policy (where relevant)

No one will suffer retaliation for raising concerns in good faith.

15. Acknowledgement

All individuals serving within TICCEN are expected to read, understand, and agree to abide by this Code of Conduct.

This Code of Conduct forms part of the governance framework of The International Christian Church Network (TICCEN).