

Expectations of Conduct

The College's Expectations of Conduct are based upon principles that derive from the nature of the College, particularly as a Christian institution, as explained in the first section of this College Life Handbook, "Your College Community". These include biblical concepts of love and respect for individuals, property and the environment, and the promotion of well-being and human flourishing.

Breaches of these expectations that are readily understood as accidental and one-off or which have no serious negative impact on any of

- the emotional and physical well-being of other students and staff
- the cohesion of the College's communities
- the proper functioning of the College
- the material property of the College or of a member of its communities
- the reputation of the College

may be dealt with informally through the normal processes of encouragement and challenge personally or by a student's personal tutor. To enable this, all members of the College's communities have a duty to inform a student's personal tutor of any unacceptable conduct.

Other breaches of these expectations should lead to the alerting of a member of the Conduct Panel who may invoke Conduct Review Procedures. Students are not required to know the membership of this panel, so should raise the issue with a personal tutor (typically, their own or that of the student concerned). The personal tutor is then responsible to raise the matter with a member of the Conduct Panel.

The College identifies two types of expectations, those of the Community Code that apply to all students, and those of professional codes that apply to students on programmes involving formation for specific professional futures. Breaches of a relevant professional code are handled using the College's Conduct Review Procedures in a way that is equivalent to aspects of other institutions' fitness to practise processes. While some issues may have a disciplinary dimension to them, this is not the language the College uses, and it is recognised that some fitness to practise issues are not about any ethical issues.

The Community Code

All students in their studies and in their interactions with other members of College communities and other activities while identifiable as a student of the College are expected to:

- respect the College as a Christian institution, founded in the classic Evangelical tradition¹

¹ In its founding documents, the College subscribes to the [Basis of Faith](#) of the Evangelical Alliance.

- function within the framework of the College as it seeks to live out the commitments expressed in the College's statement of faith²
- demonstrate love, with related virtues of respect and consideration, for others, including staff, students and local communities
- act justly, fairly and honourably as an expression of their commitment to the College community
- adopt a diligent and co-operative approach to all aspects of academic life
- take responsibility for the creation and maintenance of a supportive educational community in which everyone can self-manage their learning, including challenging and/or reporting unacceptable conduct when appropriate
- demonstrate commitment to College life and activities
- relate positively with neighbours and residents in the wider general community around their place(s) of study, avoiding behaviour likely to cause annoyance or distress to members of their local communities
- maintain the good name of the College.

More detailed, separate documents describe expectations relating to

- a) the safeguarding of children and vulnerable adults,
- b) the use of social media, and
- c) issues relating to extremism.

The following non-exhaustive list contains specific examples of breaches of the Community Code that would lead to the invoking of formal Conduct Review Procedures (if not contact with the police or other authority):

- conduct which constitutes a criminal offence, including assault, theft, sexual abuse and any form of hate crime
- harassment of any kind, including by electronic means
- slander, bullying and any kind of oppressive, intimidating, indecent or offensive behaviour or language
- damage to others' or the College's property
- persistent deceit or dishonesty
- abuse of power
- disruption of the academic, administrative, sporting, social or other activities of the College, its students, staff or visitors
- breaches of policies, rules or regulations published by the College or a placement organisation
- behaviour which brings the College into disrepute.

² Particularly in relationship to others in the Christian community, see the Evangelical Alliance's [Relationship Commitments](#).

Professional Code for BA (Hons) Applied Theology and BA (Hons) Applied Theology (Youth and Community Work)

Although these are separate programmes, because they share so much in terms of ethos and purpose, as well as communities and management structures, they also share a single professional code.

The College's expectations that form this professional code are drawn from a variety of sources, principally:

- the National Youth Agency's "[Ethical Conduct in Youth Work](#)"
- the Church of England's "[Guidelines for the Professional Conduct of the Clergy](#)"
- the Baptist Union of Great Britain and Ireland's "[A Code of Ethics for Baptist Union Ministers](#)" and "[Ministerial Recognition Rules](#)"
- the Fellowship of Independent Evangelical Churches' [Code of Conduct Template for Senior Ministers and Ministry Staff](#)
- the Association of Christian Counsellors "[Ethics and Practice](#)"

In turn, it is noted that the church codes listed here are based on the qualifications for church leadership found in the New Testament (see particularly, 1 Timothy 3; 2 Timothy 2-4; Titus 1).

It should be noted that while students who graduate successfully from the BA (Hons) Applied Theology (Youth and Community Work) programme receive professional qualification from the National Youth Agency and in some cases also the North South Education and Training Standards Committee for Youth Work, the other bodies whose professional codes have been consulted give no formal recognition to either programme. Nevertheless, these bodies represent the types of employers for which graduates of the programmes are prepared: it is essential to the programmes that students are able to practise according to such bodies' requirements.

Students on these programmes are expected to *at all times*:

- uphold the listed expectations of the Community Code
- model appropriate behaviour of youth workers and church leaders, including actively promoting the spiritual, physical and emotional welfare of others, seeking justice, and maintaining professional boundaries

The following non-exhaustive list contains specific examples, beyond those listed above in relation to the Community Code, of behaviour that would lead to the invoking of formal Conduct Review Procedures:

- failure to seek to develop holistically as a person
- abuse of power dynamics
- abuse of finances
- failure to address an addiction
- repeated or serious failure to uphold appropriate confidentiality
- sexual activity with a young person over whom they have a leadership role (if Safeguarding expectations were breached during a placement, this would be an issue under the Community Code)

- sexual activity, including sexual intercourse outside of marriage, which is understood to be inappropriate according to the classic Evangelical tradition of the College's founding documents³
- bringing into disrepute an organisation with which they volunteer (including through a College placement) or by whom they are employed.

³ See, e.g., section IIE.2 of the Lausanne Movement's [Cape Town Commitment](#).