

Chapter 9: Code of behaviour

Aim of the chapter

- i. To outline the purpose and place of codes of behaviour within the denomination

Codes of behaviour provide protection for everyone, including adults at risk of harm.

It is important that everyone involved has guidelines on what is expected, and what is not acceptable, with respect to their behaviour.

The codes of behaviour will create supportive environments to provide a person-centred approach for all involved in Joymount Presbyterian Church organisations/ministries.

The codes of behaviour will help to provide rules for the leaders and participants to agree to and abide by.

Overarching governance

The expectations of behaviour for all Joymount Presbyterian Church leaders, and all disciplinary processes for the denomination are outlined in:

- [The Code: The book of the Constitution and Government of the Presbyterian Church in Ireland](#)
Published by the Authority of the General Assembly (2026).

Joymount Presbyterian Church of behaviour

This code of behaviour is in place for the leaders of all organisations – for both those of the church and external bodies using church premises.

Overarching statement

- leaders occupy a position of trust in our church community; we expect all leaders to act appropriately and in keeping with that trust
- we expect all adults taking part in our activities to display appropriate behaviour at all times. That includes both behaviour that takes places within our ministries and behaviour online
- Joymount Kirk Session is responsible for establishing the codes of conduct in keeping with its ethos and the aims of its Christian service and as part of the Presbyterian Church in Ireland. As such, it is clear about the standards expected to keep all safe from harm and will take immediate action if it is concerned

Areas of responsibility

- working within the law and policies, modelling good behaviour at all times for children, working with the welfare of children being the paramount

consideration, speaking up about any concerns of abusive or harmful behaviour

Expected behaviours

- treat each person with dignity, respect and compassion.
- use clear respectful language, avoid sarcasm.
- use safe communication online.
- always follow Joymount Presbyterian Church safeguarding procedure.
- If an adult shares a concern, stay calm and listen, take them seriously, do not investigate, reassure them, record facts accurately, report to Designated Person for Adults, maintain confidentiality.
- Listen carefully and take concerns seriously
- Avoid abusive, discriminatory, humiliating or sexually inappropriate language
- Tell the individual you will be reporting the matter to the Designated Person, complete the Record safeguarding concerns form and pass to the Designated Person.
- Maintain appropriate professional and pastoral boundaries.
- Respect personal space and ensure physical contact is appropriate and welcomed.

Share information only with those who need to know for safeguarding purposes.

Actions in the event of inappropriate behaviours

- Joymount Kirk Session will stand a leader down until further investigation has occurred, updating training, internal church disciplinary, removal from leadership

To whom the code applies

- this code applies to all organisations/ ministries that operate within Joymount Presbyterian Church (including external organisations), noting that it includes senior leaders and Elders helping at an organisation, that reputation and length of membership in a church do not exclude individuals

Codes of behaviour must be reviewed in line with the regular review of local policies and procedures and are the responsibility of Joymount Kirk Session to uphold.

CHAPTER END