

LEADERS' CODE OF CONDUCT

The Northern Ireland Boys' Brigade (BBNI)

September 2024



It is a privilege to serve God as a BB leader or member of the staff team. With that privilege comes a responsibility – a responsibility to lead with a servant heart, and to be an effective role model, not just to the children and young people, but also to other leaders.

We celebrate the huge number of leaders we have in The Northern Ireland Boys' Brigade. We also acknowledge that, with over 2,300 volunteer leaders, there will be a diverse range of personalities, often differing opinions and a wealth of skills, qualifications and experience.

'Only let your manner of life be worthy of the gospel of Christ, so that whether I come and see you or am absent, I may hear of you that you are standing firm in one spirit, with one mind striving side by side for the faith of the gospel'

Philippians 1:27

● Our Object

The advancement of Christ's Kingdom among Boys and the promotion of habits of Reverence, Discipline, Self-respect and all that tends towards a true Christian manliness.

● Our Values

As an expression of our Christian faith, we will endeavour to be Christ-like in our behaviour, in particular demonstrating our core values.

COURAGE: rooted in faith and trusting in God, we will seek God's will for BBNI and confidently lead with courage to fulfill it.

INTEGRITY: we will strive to do the right thing, taking an honest and transparent approach with a commitment to do what is best for our boys, volunteer leaders and staff.

RESPONSIBILITY: we will act in a responsible manner across all areas of the organisation. We will take responsibility for our actions and learn from our mistakes.

RESPECT: we value all people and treat everyone with grace and respect, acknowledging that delivering our mission is a team effort.

● General Approach

Our behaviour towards everyone involved in the BB community should reflect our Object, values and the positive behaviours included in our safeguarding policy,

section 4.1. which are not restricted to only apply to our interaction with children and young people.

As members of BBNI we should:

- Be a good role model with behaviour and attitude that reflects our Object.
- Strive to grow and develop in our personal relationship with God.
- Pray for each other.
- Follow BBNI policies and procedures, deliver a balanced programme and play our part in giving children and young people a great experience.
- Nurture, encourage and develop younger leaders to ensure that Boys' Brigade will continue beyond our tenure.
- Be responsible and accountable in the way we perform our role.
- Be fair and treat everyone with respect and dignity, acting with grace and compassion.
- Be supportive, encourage participation and value everyone as individuals.
- Create an environment where all members (children and adults) feel respected and valued.
- Respect privacy in line with our policies and guidance.
- Communicate in an open and respectful way, whether in person, by phone, writing or digital media.
- Speak well of each other, considering the negative effect of an unkind word, text, or email.
- Encourage and support the wider BB team.

We must not act fraudulently or dishonestly, or do anything which brings, or is likely to bring, Boys' Brigade into disrepute or have a negative impact on Boys' Brigade or its reputation.

● **Concerns about poor behaviour**

Occasionally instances will arise where members have concerns about, or have been impacted by, the behaviour of other members. As leaders are appointed by the church, church leadership support should be sought to help resolve a situation that has arisen.

If you have a concern about the behaviour or conduct of one of the employed staff team, you should contact:

Chief Officer, Lisa Keys T: 07496 671818; E: lisa.keys@boysbrigadeni.org or

Glen Miller, Chair of BBNI, E: chair@boysbrigadeni.org