



8 October 2026

Policy on Protection of and Respect for Employed Staff

In accordance with its responsibilities as an employer and its Christian ethos, the PCC is committed to ensuring that all employed staff are treated with dignity, respect and fairness and are protected from all forms of bullying, harassment and abuse by church volunteers or other members of the parish community.

Verbal or physical abuse, intimidation, malicious gossip, smear campaigns, victimisation and any behaviour intended to undermine an employee's reputation, dignity or wellbeing will not be tolerated.

The PCC will take all concerns seriously, address inappropriate behaviour promptly and fairly, and take appropriate action to ensure that every member of staff can work in a safe, respectful and supportive environment.

Revd Martha Weatherill
Vicar of Cowley St John