



MORPETH PARISH
Three Churches
One Family

Morpeth Parish & Stannington Parish

Working Together to Safeguard Everyone



STANNINGTON
PARISH CHURCH
of
ST MARY THE VIRGIN



St James the Great,
Morpeth

St Mary the Virgin,
Morpeth

St Aidan,
Morpeth

St Mary the Virgin,
Stannington

Morpeth and Stannington Parish supports wholeheartedly TOWARDS A SAFER CHURCH Code of Conduct for Volunteers 2026/2027

Version-V2

The Parish of Morpeth and Stannington recognises the value and importance of the work of all volunteers who assist in the running of the work of the Church in this parish. Volunteers are formally appointed by the Parochial Church Council (PCC) and/or Rector (Rev. Simon White).

This Code of Conduct aims to assist volunteers to work more effectively and enable them to deal with potential problems. Every volunteer should feel able to seek support from a peer volunteer and also the **Morpeth Parish Safeguarding Officer, known as the PSO (Lauren Fluke tel. no. 07359341110, Email. laurenfluke@protonmail.com) or Stannington Parish Safeguarding Officer, known as the PSO (Patricia Nicolson tel. no. 07879388033, Email. pnicolson77@gmail.com) or the Rector (Rev. Simon White tel. no 07749866402)**. These contact details should be kept with you at all times during the course of your voluntary work.

These guidelines are for the benefit of both volunteers and for the individuals they are working with.

All those who are working or volunteering on behalf of this parish **should**:

Treat all individuals with respect and dignity. Respect their right to personal privacy and their personal space.

Be familiar with the House of Bishops guidelines "Towards a Safer Church", the Diocesan Handbook and how to access up-to-date safeguarding information available on line at:

www.newcastle.anglican.org/safeguarding/

Work within the guidelines of the policies and procedures of this parish which are available electronically on the parish website www.parishofmorpeth.org.uk or as hard copy from the parish office.

When you take on a role within the parish, you will be provided with a specific job description tailored to your role. This will be given to you as a paper copy and will also be available online for your reference. If you have any issues or questions, you can contact your Parish Safeguarding Officer (PSO).

If requested to do so, depending on the nature of the voluntary work, complete a Confidential Declaration Guidance and Privacy Notice and give names of two people who can support your voluntary position(s)

If requested to do so, depending on the nature of the voluntary work, seek clearance from the Disclosure and Barring Service (DBS) and attend Safeguarding Training every 5 years (or more frequently if necessary).

Aim to work with or within sight of at least one other adult when dealing with children, young people or vulnerable adults and be mindful of your body language/position being aware that your actions may be misinterpreted.

Report any concerns you may have, regarding possible abuse or inappropriate behaviour whether of or on the part of a child, young person or adult (including a fellow volunteer) immediately to the Rector and/or PSO as mentioned above.

**You may wish to keep your own brief note of when, to whom and how your concern was notified but please be aware that any notes are extremely confidential and, ideally, should be paper based i.e. not electronic.*

Should not:

Work alone, but if you do, you must always adhere to the Lone Working Policy of this parish. You can find the Lone Working Policy at the back of the church, on the parish website, in the parish office at St. Aidan's, or by asking your PSO.

DIGNITY AT WORK

POLICY AND PROCEDURES 2026-2027

The Parish of Morpeth adopts the DIGNITY AT WORK POLICY AND PROCEDURES Preventing Bullying and Harassment in the Diocese of Newcastle.

We are all less than perfect and in all human communities, including the church, occasions can sometimes arise where people, for a variety of reasons and sometimes unknowingly, use behaviour that is unacceptable.

Recognising that issues can sometimes arise, does not undermine or debase the value of the community; it simply acknowledges our human frailty and is a first step in tackling and reducing problems.

STATEMENT OF COMMITMENT

'The Church is required by God to foster relationships of the utmost integrity, truthfulness and trustworthiness. Abuse, harassment and bullying - however rare - will not be tolerated in the Diocese. All complaints of abuse, harassment and bullying will be taken seriously and thoroughly investigated.'

House of Bishops 2001



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POLICY REVISION HISTORY & CHANGE LOG

Policy Title: Code of Conduct for Volunteers & Dignity at Work 2026/2027

Current Version: V2

Purpose: This page records amendments, reviews, and administrative changes to this policy to provide an audit trail of revisions.

Historical Note

Records relating to the original creation and early revision history of this policy are not fully available. Policies were previously managed by former Parish Safeguarding Officers (PSOs). Known handover information is recorded below.

Version	Date	Author / Reviewer	Role	Summary of Change
Pre-2026	Unknown	Deb Bass-Pickin	PSO	Policy held and managed under previous arrangements. Earlier authors and revision dates are not known.
V1	26/03/2026	Lauren Fluke	PSO, Morpeth Parish	Responsibility for policy management transferred to current PSO. No policy content changes recorded in this entry unless otherwise stated.
V2	10/06/2026	Lauren Fluke	PSO, Morpeth Parish	This policy has been updated to reflect a merger between Morpeth Parish and Stannington Parish. As of the 3rd of May 2026, both parishes will work together to safeguard everyone. Patricia Nicholson is the PSO for Stannington Parish, and I, Lauren Fluke, am the PSO for Morpeth Parish. Patricia Nicholson's details have been added to the policy, along with

				relevant safeguarding activities from Stannington, in addition to those already in place in Morpeth 1. Simon's phone number was updated to his mobile to ensure consistency with other policies. 2. A description was added explaining how volunteers will access their job description—both in paper form and online. 3. Clear directions were added to the Lone Working Policy, specifying that it can be found at the back of the church, on the parish website, in the parish office at St. Aidan's, or by asking the PSO.

Approval Record

Approved By	Role	Date	Signature
Rev Canon Simon White	Incumbent	22/06/2026	