



Congregation Respectful Behaviour Policy

Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves.

- Philippians 2:3

Chinese Church in London ("the Church") seeks to be a Christ-centred community where all people are welcomed, valued, and treated with dignity and respect. We welcome people from all backgrounds and circumstances. At the same time, all participants are expected to conduct themselves in a manner that respects the wellbeing, safety, dignity, and reputation of others.

This policy sets out the standards of behaviour expected of everyone attending or participating in church activities, whether in person, online, or through church-related social media and messaging groups. Personal circumstances do not remove the expectation of respectful and appropriate behaviour.

✓ We Expect	✗ We Do Not Accept
Treat others with respect, kindness and courtesy.	Harass, bully, threaten, intimidate or behave violently towards others.
Communicate honestly and graciously.	Communicate in an abusive, aggressive or hostile manner.
Respect church leaders, staff, volunteers, and fellow attendees.	Personal attacks, false accusations, or defamatory statements.
Raise concerns through appropriate channels.	Spreading or circulating rumours, unverified allegations, or confidential information.
Use church communication platforms responsibly.	Misuse of church groups, social media, or members' contact details to target, harass, intimidate, or cause harm to others.
Help maintain a safe and welcoming church environment.	Disruptive behaviour that harms worship, fellowship, ministry, or church activities.
Respect personal boundaries.	Repeated unwanted contact after being asked to stop.

Church Response

CCiL reserves the right to take immediate action where necessary to protect the safety, well-being, or integrity of the church community. Pastoral care does not prevent the Church from taking reasonable steps to address behaviour that causes harm to others. Where necessary, actions may include:

- Pastoral conversation, followed where appropriate by a verbal or written warning.
- Restriction from specific communication channels, ministries, or activities.
- Temporary suspension from certain church activities.
- Further action as determined by the Church Board.
- Refer matters to the police, safeguarding authorities, or other relevant agencies.

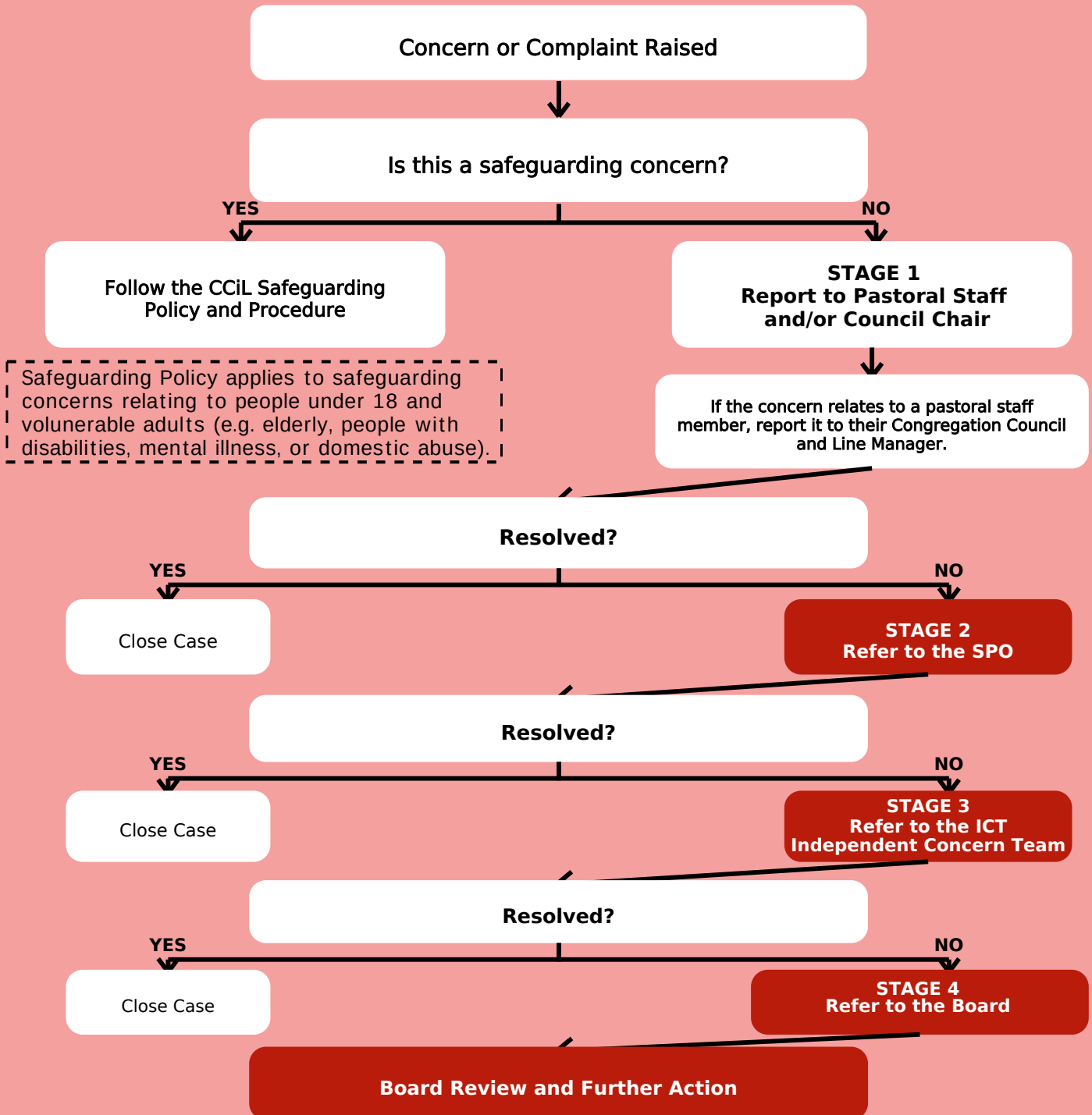
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RESPECTFUL BEHAVIOUR

CCiL RESPECTFUL BEHAVIOUR REPORTING PROCEDURE

Where appropriate, and where it is safe to do so, concerns should first be addressed informally through respectful conversation before initiating the formal reporting process. However, where the matter is serious, involves repeated behaviour, or cannot be resolved informally, it should be reported in accordance with the reporting procedure below.



Information should only be shared on a need-to-know basis for confidentiality purpose.
Any escalation should be made by the person or group handling the concern at the current stage.
The person who raised the concern should be kept informed throughout the process.
This procedure should be read together with the Congregation Respectful Behaviour Policy.