

The Mission Apprentice scheme is an opportunity to grow as a disciple of Christ, to develop leadership skills and to discern where God is calling you to next. There are different aspects of the programme which go to make up the whole experience:

- The church who employs you who will invest in you, helping to develop your skills and giving you experience of different areas of ministry and mission.
- Your cohort of mission apprentices who are a group with whom you can share with and learn from.
- The weekly training which gives you opportunity to reflect, discuss and to have input from a wide variety of speakers on varying aspects of mission, discipleship, church growth and leadership.

Mission Apprentices are therefore expected to commit to each aspect of the programme

- Giving of their best as they serve the church
- Supporting and encouraging their fellow mission apprentices
- Engaging with the weekly training programme.

Mission Apprentices are expected to act at all times with due consideration for others and in a manner that reflects the fact that they are representing the church. As part of the role will involve working with children, youth and young adults, as well as those exploring what it means to be a Christian, they are to act as positive and appropriate Christian role models at all times.

Mission Apprentices are expected to commit to not saying or doing anything that would damage the reputation of the church or which may bring the church into disrepute.

Mission Apprentices are expected to speak well of others and not gossip; to be honest in all their dealings with others. As representatives of their respective churches and the Diocese, Mission Apprentices need to be wise about the content that they post online and their interactions on social media.

As part of their growing in Christ like character Mission Apprentices are asked to develop their own rhythm of life that involves a pattern of bible reading and prayer and explores different spiritual disciplines.

There is an expectation that all Mission Apprentices will learn to manage their time and turn up punctually both for their work commitments and for training sessions. If they are unavoidably delayed or unable to attend they are responsible for letting their line manager and training overseer know.

The current leadership standard for those in positions of trust within the Anglican Church is that sex is a gift of God to be enjoyed within the context of a marriage between a man and a woman. Apprentices are expected to uphold this standard of behaviour during their time as Apprentices.

Mission Apprentices are not permitted to use illegal substances or misuse prescribed drugs or solvents.

They are not allowed to intake of excessive alcohol in such a way that it impairs their judgement or has an adverse impact on their behaviour as a role model at any time whilst they are participants of the scheme.

During the scheme the Diocese will need to hold and process some personal information about the Apprentices, including their name and contact details. Apprentices should ensure that up to date contact details are provided to their employer and to the training overseer.

In the course of the scheme, Apprentices may have access to confidential information in relation to the church in which they are working. Apprentices must not use or disclose this information to any person either during their apprenticeship or at any time afterwards unless such use or disclosure has been authorised by the owner of the confidential information or is required by law.

Any concerns regarding the Apprentice's behaviour or their ability to participate fully in the scheme will be raised with them informally by their line manager or the training overseer. Occasionally it may be necessary to investigate a problem and during that time, the apprentice's participation in the scheme may be put on hold. Following the investigation if the matter is resolved satisfactorily the apprentice will normally resume their participation in the scheme. Alternatively, there may need to be some discussion about how the problem should be resolved, or the apprentice's participation in the scheme may end early, in which case they will be told why.

If an apprentice becomes aware of any of the following whilst participating in the scheme they must inform their line manager:

- A criminal offence
- A failure to comply with a legal obligation
- A miscarriage of justice
- The endangering of an individual's health and safety;
- Damage to the environment
- Bribery; or
- Deliberate concealment of information relating to any of the above.

Apprentices must comply at all times with the health and safety rules and policies of the employing church.

If an Apprentice has any concerns about the environment they are working in they should speak to their line manager.

If an Apprentice finds themselves in need of pastoral support for whatever reason during the year they are encouraged to seek out support from their line manager or training hub leader at the earliest opportunity. It is always better to address issues early as this enables appropriate help and support to be arranged.

**I have read and understand the code of conduct for Mission Apprentices.**

**Name:**

**Signature:**

**Date:**