

Our church is committed to








# POSITIVE WORKING TOGETHER



## What does this mean?

Positive Working Together establishes 'shared commitments' to how we behave together, as Methodists, in the lives of our churches.

## Positive Working Together means we commit to:

-  treating every person fairly, equally and with dignity and respect
-  listening carefully to each other
-  speaking and acting respectfully at all times
-  being courteous in all communication
-  encouraging openness and honesty
-  never using verbal or physical intimidation
-  relating positively with one another even when we disagree.

## Want to know more?

Read more at [methodist.org.uk/positiveworkingtogether](https://methodist.org.uk/positiveworkingtogether), scan the QR code or ask a member of our church about it today.



# Shared Commitments

Within our church we believe that everyone should be enabled to flourish, to become the people whom God created them to be. As an inclusive church, we aim to prioritise justice and dignity for all, standing in active solidarity with those who have previously been excluded. We believe these practical terms for promoting positive working relationships are a key part in enabling individuals and communities to flourish.

## Communication

- Paying attention to how we greet and address each other on an everyday basis, ensuring that we are at all times **courteous, respectful** and **appropriate**, regardless of the medium
- Being **mindful** of the **impact our communication** has on others and making efforts to understand how our communication is received by others
- Being aware of how our power over others is communicated and taking measures to ensure that such **power is not misused or abused**
- Only communicating about other people what we would be prepared to communicate to them **face-to-face** unless there are overriding and justifiable reasons not to do so
- Making an effort to check with others whenever we fear we may have upset or offended them in order to **promote confidence and clarity** in our relationships with others
- Making time to **genuinely listen** to what others communicate to us, particularly when the situation is sensitive or personally challenging to us

## How we treat each other

- Treating every person **fairly, equally** and with **dignity** and **respect**
- Behaving at all times with **integrity, honesty** and **openness**
- **Adjusting our behaviour**, including language, if we understand it to be causing offence
- Bringing **unfair treatment** to the **attention of others** so as to avoid it being repeated
- **Challenging inappropriate** or **unacceptable behaviour** we have witnessed and doing this in a constructive, sensitive and proportionate way
- Responding to criticism of our own behaviour by **genuinely listening** to what is being said, **remaining calm** and **reflecting honestly** on its potential validity before responding
- Being aware that at times we may lack **self-awareness** and that this may impact negatively on our behaviour

For more information, see *Positive Working Together: A Short Guide* at [methodist.org.uk/positiveworkingtogether](http://methodist.org.uk/positiveworkingtogether)

For the Methodist Church's commitment to Justice, Dignity and Solidarity see [methodist.org.uk/inclusive-church](http://methodist.org.uk/inclusive-church)

This poster offers informal approaches to avoiding and dealing with conflict. However, the Methodist Church recognises that it may be necessary to move quickly to formal processes to hold individuals to account.

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