

SPS Code of Conduct and Ethos



OUR SHARED VALUES

SPS Code of Conduct

The power of personal example - We will all hold, support, and consistently act on this code of conduct and these shared values to embed them within SPS culture.

Best interests - We act in the best interests of SPS as a whole, and our members in particular, making an active effort to ensure that people are actively listened to, and considered, in respect of how we operate and communicate.

Integrity - We uphold the highest levels of integrity and personal conduct in relation to each other, SPS, and ourselves. We will work to create systems to enable us to take decisions that are robust, responsible, and free from conflicts of interest. We take responsibility to ensure our activities have only a positive impact on our members, society, and the natural world.

Openness - We commit to being transparent, accountable, and ensuring we communicate effectively with everyone who participates in our community and also the wider public. We aim to be clear about what we do, how and why we do it. We will aim to be open about mistakes, so that we can learn from them. To this end, we will share our key policies and publish annual reports.

The right to be safe and supported - We will aim to ensure that every person who is any part of SPS, or comes into contact with our community, is treated with dignity and respect, and made to feel that they are in a safe and supportive environment. We will tackle any abuse of power or trust and stand firmly against bullying, intimidation or harassment, discrimination, or victimisation in all we do. When there are conflicts, we will aim to resolve them in person or by telephone, not by email or in writing. We will aim to ensure people get the training they need to do the roles they take on and encourage people to ask for help when needed.

Inclusion - We aim to build a radically welcoming and egalitarian community, where people of all ages and backgrounds, with and without disabilities, all genders or gender reassignments, marriage or civil partnership status, nationalities, pregnancy or maternity, races / ethnic origins, religion or belief, sex, sexual orientation, can feel there is a place for them as part of this community. We strive to ensure that both Jewish and non-Jewish people are treated with equal dignity and respect, and can develop their own unique relationship with, and contribution to, the community. Our goal is for our members to own, participate in and lead the community, and to recognise and dismantle barriers to participation and leadership for everyone.

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SPS Ethos

Kindness [*Chesed*] - We will be proactively relational, building a community of kindness, care, and friendship, joining in each other's joys and struggles, investing time in getting to know one another and looking after ourselves and each other.

Justice [*Tzedek*] - We will act with courage, justice, and compassion, working towards the creation of a more loving organisation; acting on the knowledge that our fate is connected with the fate of others, other communities, British society, and the wider world.

Intention [*Kavanah*] - We will create meaningful Jewish rituals; engaging intentionally and creatively with Torah and Jewish practice to inspire meaning and connection in our lives.

Leadership - 'Here I am' [*Hineni*] - We believe that every one of us, Jewish or not, whatever our backgrounds, strengths, and relationships with Judaism, has something of value to offer, and the power to make change, and we will actively support the leadership and participation of all in our congregation.

Wisdom [*Torah*] - We are committed to learning, and being in active conversation with, ancient wisdoms that hold, move, inform, and challenge us in the here and now.

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Date: 1st November 2023

Review Date: November 2026

Signature: *Mark Howard Shaw*

Printed Name: Mark H Shaw

SPS Chair on behalf of SPS Executive and Council