

Project Violet Requests for Change – R47

Short title	Develop additional policies
Identifying number	R47
Request for action by	Ministries Team with Specialist Team Leaders provide model policies for adoption
Text of request	<p>Policies are only as good as their implementation. Nonetheless, adopting a policy can be a helpful announcement of intentions. We would ask that model policies be developed that can be adopted by local churches; Associations; and Colleges as needed. We would encourage Ministries Team to consider commissioning working groups to do the necessary research and drafting.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • A paternity leave policy. Male Ministers taking paternity leave will normalise the shared responsibility that parents have for the care of their children. • A Menopause policy • Anti-harrasment and bullying policy • Supporting Ministers with caring responsibilities policy • Grievance policy
Relevant co-researcher reports	<p>All in Group 1</p> <p>Women’s Experience of Pioneering Contexts</p> <p>Ministering Through the Menopause: A study of the experience of Baptist women ministering through menopause and the support and understanding offered at the Regional Association level in the UK Baptist church.</p> <p>How do caring responsibilities, across the life cycle, shape and impact the ministry and experiences of women in Baptist chaplaincy and church ministry roles?</p>
Relevant Theological Reflections	Group 4
Location on Requests Map	Vocational pathway - Phase III - Accommodating live events

Agreed at the Project Violet Co-researchers conference on 17 April 2024.