



Brighton and Hove Progressive Synagogue

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Minister: Rabbi Gabriel Kanter-Webber

Code of Conduct and Behaviour for BHPS Community “Code”

Approved by the Synagogue Council on 9 December 2025

Definitions: Definitions can be found at the end of this document.

Endorsement by LPSB&H

This **Code** is endorsed by Liberal and Progressive Synagogue B&H. References to BHPS apply to LPSB&H.

1. BHPS requires all individuals and organizations (**Participants**) who participate in its activities to comply with this **Code**. The bullet points below are examples of our expectations and are not an exhaustive list.

Participants must

- treat each other and **BHPS** with respect at all times, both face to face, orally, in writing and on any kind of media
- be mindful in our actions, attitudes and responses to every individual whether in the **BHPS Community** or involved in BHPS activities
- act in a way which promotes the wellbeing of others
- try to look after one another
- try to be aware of each other’s needs
- deal with problems in a positive way
- ensure no one is being bullied or feels they are being bullied
- not bully any person, be sarcastic, show disrespect or humiliate anyone
- not use offensive language or an offensive tone either orally or in writing on any media
- not act in a manipulative or dishonest way with one another or with **BHPS**
- not behave aggressively (either with language or physically) with one another or with **BHPS**

Congregation of Peace and Friendship
A constituent member of Liberal Judaism

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Brighton and Hove Progressive Synagogue is a registered Charity No 1149342



- not undermine one another or be dismissive
- not engage in verbal, physical or visual conduct of a sexual nature
- not engage in language or actions offensive to other religions
- be welcoming to new **Participants** and help them to feel at home
- be respectful to our rabbi, our teaching staff, other employees, and contractors dealing with BHPS or working in our premises
- be respectful to our volunteers during the course of their work on behalf of BHPS
- comply with instructions and requests from those in authority on any given occasion concerning your conduct and behaviour.

2. An Inclusive Community

The **BHPS Community** is an inclusive community. This means that all differences are respected and celebrated. This applies in particular to every person's Jewish status and diverse observance, ethnicity, physical or mental disability, gender identity and sexual orientation.

3. Synagogue Property

Participants must respect and take care of synagogue property and **the Premises**. This includes equipment such as computers, sound/vision equipment, books and furniture.

4. Our security and our security team

Participants must treat anyone on security duties with respect, and understand the difficult balance between being welcoming and being secure.

Participants must accept decisions of our security team or our management not to admit people or organizations into **the Premises**, and decisions to ask people/organizations to leave **the Premises**.

5. Members or Friends of LPSB&H

It is a strict requirement that all **Members** and **Friends** of **LPSB&H** comply with this Code. **LPSB&H Council** can refuse applications for membership or Friends status and can cancel membership or Friends status at their absolute discretion.

6. Conduct and Behaviour when representing BHPS

Participants sometimes have the role of representing **BHPS** to the wider community (outside individuals and organizations and to the general public). In these situations, **Participants** are expected to comply with this **Code**.



Employees, Synagogue Council Members, Volunteers, Members and Friends should also be aware that, in many contexts, they could be assumed by a third party to represent **BHPS** and/or to represent its culture and ethos. Again, they are expected to comply with this **Code**.

7. Do not bring BHPS into disrepute

Employees, Synagogue Council Members, Volunteers, Members and Friends must not bring **BHPS** into disrepute or undermine **BHPS** by their actions, writings, speech or behaviour whether orally or in writing, in person, online or on social media or other media. This includes defaming or disparaging **BHPS** or its employees. This applies whether or not they are acting in a representative capacity.

8. Investigation instigated by the Synagogue Council

If the **Synagogue Council** considers that there may have been a breach of this **Code**, it will use a process proportionate to the breach in order to investigate and decide upon a course of action.

9. How to make a complaint

If a person or organization considers that there may have been a breach of this **Code**, then should follow our Complaints Policy. (Please request a copy).

10. Examples of outcomes of failure to comply with this Code:

The Synagogue Council may decide upon:

- a discussion either at the time of the default or afterwards
- discussions with our rabbi
- warnings, either oral or in writing
- termination of Membership of **LPSB&H**
- cancellation of Friends status within **LPSB&H**
- refusal of an application to join **LPSB&H** as a **Member or Friend**
- termination of volunteering roles within **BHPS** or **LPSB&H**
- termination of positions on Committees
- termination of positions on the **BHPS Council and the LPSB&H Council**
- refusal of permission to enter or remain in **the Premises and Other Venues**
- refusal of permission to participate in activities whether in person or online
- disciplinary action
- where the defaulter is acting as representative of an organization, a complaint to that organization
- no further communication with the defaulter



This list is intended as a guide and is not exhaustive.

11. Children and Cheder

Cheder (e.g. Children's classes and children's group activities) may have their own additional Code.

Allegations of bad or unacceptable behaviour including bullying in the context of educational and other activities for children must also be reported to the Designated Person for Safeguarding and Child Protection pursuant to our Child Protection Policy.

12. Child Protection Policy

We have a separate Child Protection Policy.

13. Vulnerable Adults Policy

We have a separate Vulnerable Adults Policy.

14. Synagogue Council Code of Conduct

The Synagogue Council may have its own additional Code of Conduct.

15. Complaints Policy

We have a separate Complaints Policy and Procedure.

Definitions

In this document, the following terms have the following meanings:

“**BHPS**” means Brighton and Hove Progressive Synagogue registered charity number 1149342

“**the BHPS Community**” means the group of individuals who are **Members** or **Friends** of LPSB&H as described in the LPSB&H constitution

“**the BHPS Council**” means the Trustees from time to time as defined by the Articles of Association of **BHPS**

“**Code**” means this Code of Conduct

“**Complaints Policy**” means our Complaints Policy from time to time which can be found on our website or will be supplied upon request

“**the LPSB&H Council**” means the Council Members of LPSB&H from time to time as defined by the LPSB&H constitution

“**Employee(s)**” means any employee of BHPS



“**Friend**” means a Friend of LPSB&H within the terms of its constitution

“**LPSB&H**” means Liberal and Progressive Synagogue B&H registered charity number 1046457

“**Member**” means a Member of LPSB&H within the terms of its constitution

“**Synagogue Council**” means (within this document) both the **BHPS Council** and the **LPSB&H Council**

“**Synagogue Council Members**” means (within this document) the members of the **BHPS Council** and the **LPSB&H Council**

“**Participants**” and “**you**” and “**we**” all mean **Employees, Synagogue Council Members, Volunteers**, the **BHPS Community** and any individual or organization participating in any **BHPS** activity or acting in a representative capacity for **BHPS** whether on or off the **Premises**, and whether online or in person

“**the Premises**” means any premises which **BHPS** own, license, use or occupy for the purposes of its activities and also public venues where **BHPS** may be carrying on an activity

“**Volunteer(s)**” means any individual(s) helping with or leading any **BHPS** activity in any context or venue whether formally appointed or otherwise

“**Other Venues**” means premises which are used by **Participants** in connection with any **BHPS** activity, including for example residential homes, care homes and the homes of individuals

“**you**” or “**we**” means any **Participant(s)**