



STAFF CODE OF CONDUCT *Policy*



**BANBURY
MADNI MASJID**

ABU HASSAN HANIF

SAFE GUARDING LEAD



**BANBURY
MAKKAH MASJID**

BASHARAT HUSSAIN

JOINT DEPUTY



YASMIN KADUJI

ADMIN



**BANBURY
AL'AQSA SPIRITUAL CENTRE**

HAJI JAVID MALIK

DEPUTY LEAD

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STAFF CODE OF CONDUCT

Purpose

This Code sets clear standards of behaviour for all those representing Banbury Madni Masjid.

It ensures a safe, respectful, professional and Islamic environment while maintaining public trust.

Scope

- Employees
- Trustees
- Volunteers
- Contractors
- Temporary Staff
- Sessional Workers
- Anyone representing Banbury Madni Masjid

Core Values

- Islamic Values
- Integrity
- Respect
- Honesty
- Professionalism
- Accountability
- Compassion
- Inclusion
- Community Service



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Expected Standards of Behaviour

- Act professionally at all times
- Treat everyone with respect and dignity
- Show courtesy and kindness
- Be honest and transparent
- Be reliable and responsible
- Be punctual and organised
- Maintain a positive attitude
- Work cooperatively as part of a team
- Use good judgement
- Uphold the reputation of the Masjid

Islamic Conduct

- Equality, diversity and inclusion
- Zero tolerance for discrimination
- Fair and equal treatment for all
- Respect for all backgrounds and beliefs
- A safe environment free from harassment
- A zero-tolerance approach to bullying



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Respect and Equality

- Equality, diversity and inclusion
- Zero tolerance for discrimination
- Fair and equal treatment for all
- Respect for all backgrounds and beliefs
- A safe environment free from harassment
- A zero-tolerance approach to bullying

Professional Boundaries

- Maintain appropriate professional relationships
- Avoid favouritism
- Avoid conflicts of interest
- Act impartially and fairly
- Communicate appropriately at all times

Use of Charity Property

- Use equipment and resources responsibly
- Protect mosque property from damage
- Report faults or damage promptly
- Avoid misuse of resources
- Use property for authorised purposes only



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STAFF CODE OF CONDUCT

Staff Responsibilities

- Follow all policies and procedures
- Complete required training
- Behave professionally at all times
- Protect the reputation of the Masjid
- Promote a safe, respectful environment

Monitoring and Review

- Reviewed regularly
- Updated as required
- Approved by the Trustees



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LAST UPDATED: JULY 2026



Contact Details

For more information on Staff Code of Conduct at Banbury Madni Masjid or to report a concern, please contact:

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