



<b>Policy Name:</b>	Disruption Policy
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## ***Policy Acceptance***

We, the undersigned charity trustees of Assemble Church, hereby affirm our collective acknowledgment and consent to the policy document presented herein. Having carefully reviewed its contents, we endorse and approve the policies outlined within, recognising their importance in guiding our organisation's actions and upholding our commitment to our mission. This unified agreement signifies our dedication to adhering to the principles and guidelines set forth in this policy, ensuring transparency, accountability, and the responsible stewardship of our charitable endeavours.



## ***Key Individuals***

Any mentions or references within this charitable policy document to specific roles, should be cross-referenced with the most up-to-date information available in the 'Policies & Procedures Key Individuals People Register'. This comprehensive register is diligently maintained to ensure accurate identification of the current relevant individuals holding such roles within our organisation. It is essential to consult this register for the latest details on key personnel to maintain alignment with our governance and operational practices.

### ***Purpose:***

This policy outlines the procedures and guidelines for addressing disruptive individuals within our church community to ensure a safe and respectful environment for all members and visitors.

### ***1. Definition of Disruption:***

Disruption is defined as any behaviour, action, or speech that significantly interferes with the peaceful and respectful functioning of church activities, services, or events. This includes but is not limited to:

- Yelling or using offensive language.
- Physical aggression or threatening behaviour.
- Overt disturbances during services or events.
- Consistent refusal to adhere to church rules and guidelines.

### ***2. Prevention:***

1. Promote Respect: Encourage all members and visitors to treat each other with kindness, love, and respect. Promote the values of our church community.
2. Clear Guidelines: Clearly communicate behavioural expectations and guidelines for participation in church activities and services.

### ***3. Handling Disruptive Incidents:***

1. Initial Intervention: When a disruptive incident occurs, ushers, greeters, or designated church leaders should make an initial attempt to de-escalate the situation by approaching the individual with a calm and supportive demeanour.



2. Escalation: If initial intervention fails, and the disruption continues, the ushers should inform the director who will assess the situation and may for senior leadership involvement.
3. Involvement of Leadership: If necessary, church leadership may be involved in addressing the disruption. If the incident continues to escalate the police should be requested to be involved.

## ***4. Potential Actions:***

1. Warning: A verbal or written warning may be issued to the disruptive individual, outlining the behaviour that is considered disruptive and the potential consequences if it continues.
2. Removal: If the disruptive behaviour persists after a warning, the individual may be asked to leave the premises temporarily. In such cases, efforts should be made to ensure the individual's safety and support after their departure.
3. Suspension or Ban: In cases of severe and persistent disruption, church leadership may decide to suspend the individual's attendance or, as a last resort, issue a ban from church premises. This decision will be made after careful consideration.

## ***5. Record Keeping:***

All incidents of disruptive behaviour should be documented, including details of the incident, actions taken, and any communication with the disruptive individual.

## ***6. Review and Reconciliation:***

After a period of suspension or ban, the individual may have an opportunity for reconciliation and agreement to ensure future respectful participation.

## ***7. Confidentiality:***

Respect the privacy and confidentiality of all parties involved in disruptive incidents.

## ***8. Reporting:***

Encourage church members and staff to promptly report any disruptive incidents.