



Christian Ethos Statement and Faith Requirement Policy

Christian Ethos Statement

(GOR – Genuine Occupational Requirement)

Just42 is a Christian Project and has a requirement that all members, Trustees and staff in key posts subscribe to a simple Trinitarian **statement of belief**:

1. I believe and trust in God the Father who made all things
2. I believe and trust in his Son Jesus Christ who redeemed the world
3. I believe and trust in his Holy Spirit who gives life to the people of God

Our **charitable objects** state unequivocally our Christian affiliation:

- a. to advance the Christian faith in accordance with the Statement of Beliefs appearing in the Schedule hereto in the County of Suffolk and elsewhere as the directors of the Charity may from time to time think fit and to fulfil such other purposes which are exclusively charitable according to the law of England and Wales and are connected with the charitable work of the trust.

Our mission statement and aims and objectives define this in terms of mission in the context of service, within a clear Christian ethos:

VISION STATEMENT

'To make a positive impact on the lives of young people and children in rural Suffolk'

MISSION STATEMENT

'To deliver innovative, high quality and professional youth and children's work and to facilitate the social, emotional, physical and spiritual development of young people and children.'

AIMS

- * Focusing our resources on the needs of young people and children in the Farlingaye catchment area:
- * Developing strategic partnerships that enable us to use our resources more effectively;
- * Continually developing our staff;
- * Supporting and training our volunteers;
- * Developing a wider base of supporters;
- * Developing sustainable income streams.
- * Training and developing young leaders.



* To uphold our commitment to Child protection and promoting the welfare of children and young people .

Our **principles** reflect our values, belief and purpose:

- **Education:** we are committed to learning from experience as well as from those with expertise; and to facilitating others to learn and develop, as whole people
- **Justice:** we are committed to equality of opportunity for all to participate in and benefit from our work and will challenge oppression and prejudice
- **Empowerment:** we will respect our own and others' rights and diverse roles and needs, empowering each to fulfil our individual and shared responsibilities
- **Accountability:** stakeholders are all accountable to each other
- **Support:** we care for each other, our community and our world
- **Access:** our services should be easy for young people to find and use
- **Safety:** we will organise our work to protect the safety of all involved
- **Person-centred:** young people will be listened to, valued and consulted

Faith Requirement Policy

Just42 are committed to equal opportunities and therefore only have a condition for staff to be committed Christians where there is a Genuine Occupational Requirement that meets the Employment Equality (Religion and Belief) Regulations 2003. Such a requirement will be:

1. Central to the job, not just a small part
2. Reflected in the duties of the post or its context
3. Clearly expressed in the person specification
4. Required to maintain the ethos of the trust
5. Individually decided for each post

The trust recognises four key reasons for a post to have a Christian faith requirement:

1. To maintain moral and ethical congruence within the trust
2. To avoid compromising the beliefs of people from other faith communities
3. Key staff need to understand the Christian faith in order to maintain our ethos and demonstrate God's love
4. Key staff need to be in a relationship with God themselves in order to undertake missionary or evangelistic work to introduce others to God's loving relationship

For a post to be designated as having a Christian faith requirement, one or more of the following criteria would normally be met:

- The post has significant responsibility for leading the Christian purpose of the Trust, including strategy, organisational and policy development
- The post-holder will have to promote the ethos of the organisation and act as an ambassador of the Trust



- The post-holder will have to explain or promote Christian perspectives
- The post involves significant missionary or evangelistic responsibility
- The post has a key role in introducing, explaining or teaching Christian beliefs, practices or values
- The post-holder will need to model Christian lifestyle in order to mentor or disciple children or young people
- The post involves responsibility for leading worship, spiritual or faith development of staff or service users
- The post-holder will be responsible for managing other staff whose posts have a Christian faith requirement

Posts with a Christian faith requirement will normally include the following core person specifications and duties:

- The post-holder will subscribe to our statement of belief and be a member of a Trinitarian Christian faith community
- The post-holder will be a core team member and be expected to attend team prayers, spiritual development days, retreats and community worship
- The post-holder will sustain a personal Christian commitment and spiritual life, in keeping with Just 42's ethos and principles
- To support this the post-holder will access appropriate spiritual direction, support and accountability outside of Just42

Staff in posts where there is not a requirement to be a Christian may still need to have a sufficient understanding of the Christian faith, beliefs and values in order to be able to work effectively with their colleagues in certain projects. All staff including volunteers will need to be aware of the ethos and values of Just42 and able to undertake their duties within our organisational mission, ethos and principles.