

## How our Christian ethos inspires our services

The **mission** of The Recruitment Junction is to 'change lives through recruiting with conviction(s)' - by supporting ex-offenders into paid work across the north east of England. Our **vision** is to be the "go to" recruitment model for placing people with convictions into purposeful work, creating generational impact.

Our **values** are:

- Expectant hope – we believe in the change we want to see
- Resilience – we stay the distance
- Relationship-led – we focus on people not programmes
- Collaboration – we thrive through supporting each other in team and by partnership
- Christian values – compassion in action, integrity, second chances, faith

**We acknowledge:**

- the physical, mental and emotional vulnerability of many of those we serve through our work
- the need for all services for vulnerable people to be transparent and open in the way they operate and to avoid any 'hidden agendas' or 'strings attached' to the practical care we offer
- the way that some work with ex-offenders carried out by some Christian organisations has at times been conditional and that faith has been imposed upon those seeking help
- that secular culture can put pressure on Christian organisations to downplay the role of faith

**We affirm:**

- that the Christian faith is at the heart of the ethos and motivations of our organisation and remains the central reason for why we offer the services we do
- that being openly and positively Christian is not the same as being coercive or conditional
- the validity and relevance of the Christian faith for those we serve and the belief that this can be modelled in a transparent and non-coercive way

**We commit to:**

- striving to deliver excellent services and employing people on the basis of their competence and skillset, not on their faith
- providing an inclusive service to job seekers with convictions and to not making any of the practical help we provide conditional on involvement in any spiritual activities
- serving and respecting all people regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation
- acknowledging the freedom of people of all faiths or none both to hold and to express their beliefs and convictions respectfully and freely, within the limits of the UK law
- demonstrating the Christian faith through what we do, what we say and how we conduct ourselves
- developing partnerships with statutory agencies, local government, charities, voluntary groups and churches wherever appropriate, in order to create an effective, integrated service for our clients

**We will value all individuals in a way that is consistent with our distinctive Christian ethos by:**

- creating an environment where those we serve, and our employees, are encouraged, challenged and enabled to realise their potential
- assisting those we serve, and our employees, to take responsibility for their own learning, development and personal growth
- developing a culture where comments and complaints are properly listened to so that improvements can be made and excellence and innovation are encouraged
- promoting the value of a balanced, holistic lifestyle as part of each person's overall personal development
- implementing best employment practices and procedures designed to maintain our distinctive ethos and values and always ensuring compliance with UK employment law

**We will develop a professional approach to management, practice and funding by:**

- implementing management and support structures for all staff which foster and encourage participation at all levels, to facilitate the fulfilment of our service's goals and visions
- implementing best practice procedures in terms of Health and Safety and Safeguarding in order to protect our staff and clients



- handling our funding in a transparent and accountable way and giving relevant people from outside our organisation/project reasonable access to our accounts
- ensuring all materials used to promote our organisation's work portray those who use our services in a sensitive way and the permission of those featured will always be sought before being used for these purposes

*This document is largely inspired by the Charter for Christian Homelessness Agencies, written by Jon Kuhrt of the West London Mission. It was produced as an initiative of the Christian Homeless Forum in consultation with Housing Justice, October 2011 & reviewed in February 2020.*