

BURTON UPON TRENT & DISTRICT'S VISION STATEMENT

We believe that, one day, everyone in our area will have a place to call home and enough to live on; one day, family members will be able to talk to each other without hatred or intolerance; one day, we will have learned how to enjoy each others' differences, and to truly help each other to grow and develop; one day we will share a great hope and expectation for the future.

...and until then, this YMCA will work with others to defeat homelessness and poverty, disadvantage and intolerance, and to promote faith and hope through enterprising solutions.

YMCA Statement on Ethos

Ethos has been described as 'what we believe in and the values we live by; our identity and who we are; what drives and underlies our corporate motivation'. The following statement on ethos was agreed at the YMCA National Assembly held at Leicester University in March 2004, and adopted by Burton YMCA in July 2004.

The ethos of the YMCA Movement in England is based on its acceptance of the Paris Basis of 1855 incorporated into the National Statement of the Aims and Purposes of the YMCA in England, adopted at the National Assembly of the English Young Men's Christian Associations in the year 2003, namely:

"The YMCA is a Christian Movement which seeks to unite those who, regarding Jesus Christ as their God and Saviour according to the Holy Scriptures, desire to be His disciples in their faith and in their life, and to association their efforts for the extension of His Kingdom.

It welcomes into its fellowship persons of all religious faiths and of none.

In accordance with its Christian values the YMCA stands for:

- **a worldwide fellowship based on the equal value of all persons**
- **respect and freedom for all, tolerance and understanding between people of different opinions**
- **active concern for the needs of the community**
- **united effort by Christians of different traditions**

As the expression of its Christian purposes the YMCA aims to:

- **provide a welcome to its members for themselves in a meeting place which is theirs to share, where friendships can be made and counsel sought**
- **develop activities which stimulate and challenge members in an environment that enables them to take responsibility to find a sense of achievement**
- **involve all members in the care of work for others**
- **create opportunities for exchanging views so that members can improve their understanding of the world, of themselves and of one another"**

The YMCA's Equal Opportunities & Diversity Policy reflects both the spirit and intentions of legislation which outlaws discrimination. In accordance with the Employment Equality (Religion or Belief) Regulations, the YMCA will apply a genuine occupational requirement

where a role requires a post holder to have a Christian faith. This will apply to those roles that are assessed to be central in promoting the Movement's Christian ethos and enabling people to experience, explore and express the faith-based motivation of the YMCA's work.

All staff, volunteers and board members are expected to respect the Movement's Christian ethos and uphold its values of:

- being inclusive and welcoming to people of all religious faiths and none
- promoting respect and freedom for all
- working for tolerance and understanding
- having an active care and concern for the community
- affirming the equal value of each person when caring for and working with others

The Movement is committed to reflecting and authenticating its Christian ethos and values in its policies, standards and practices with transparency and integrity.