



Our Ethos and Values

Overview

Toxteth Women's Centre's [TWC's] ethos is rooted in our faith in Jesus Christ, which compels us to serve others and to work for their flourishing. Our Christian faith and conviction directs and informs our Charitable Objects and everyday practices.

TWC operates on the understanding that our activities are an outworking of our Christian faith; that all we do derives directly from our shared beliefs as outlined below.

- We welcome volunteers and staff who do not share the same religious beliefs but are happy to respect, uphold and work within our faith-based ethos and values.
- All our activities and services are open to women of any faith or no faith, without any pressure to share or change their personal beliefs.
- All volunteers at TWC are at liberty to share their personal faith, respectfully and sensitively without exerting any pressure.
- As part of our scheduled activities at the centre, we have annual events where a short Christian message is shared, and we offer opportunities for anyone who is interested to discuss questions about faith and Christian beliefs.

Upholding Equality and Diversity

TWC reflects both the spirit and intentions of UK legislation which outlaws discrimination. In accordance with the Employment Equality (Religion or Belief) Regulations, TWC will apply a genuine occupational requirement (GOR) where a role requires a post holder to demonstrate an active personal commitment to the Christian faith.

This will apply to those roles that are assessed to be promoting the organisation's Christian ethos and enabling people to experience, explore and express the faith-based motivation of its work.

The Centre Manager and the Administrator must be in agreement with, and committed to respect, uphold and work within, TWC's Christian faith-based ethos and values.

Individuals in all other roles are not expected to hold the same convictions, but must be committed to respect, uphold and work within TWC's Christian faith-based ethos and values as outlined below.

Values

✓ **Dignity**

Because each person is created in God's image, each person is treated with respect. We provide people with opportunities for personal development so that they can flourish.

✓ **Equality**

We affirm the God-given value of each person and believe in the equal value of all. Everyone is free to hold and express different views. We stand for tolerance, respect and understanding between people of different beliefs.

✓ **Transparency**

What we believe, what we say, and what we do should be consistent, reliable and transparent. We are open about our beliefs and the link between our Christian faith and our work in matters of publicity, fundraising, employment etc.

✓ **Community**

We want to be community which feels like family. We are committed to volunteers, staff, and beneficiaries experiencing a sense of belonging to the TWC community no matter their belief or background.

✓ **Partnership**

We believe in working for the common good, through partnership with other organisations and churches.

✓ **Prayer**

We believe prayer is fundamental to achieving our aims. We pray at our trustees' meetings and at prayer meetings for the work of the charity and for the people involved.

Statement of Beliefs

- ◇ We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.
- ◇ We believe in the deity of Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His atoning death through His shed blood.
- ◇ We believe that Jesus Christ is the only Saviour for the individual and the world. Redemption from the guilt, penalty and power of sin is possible only through His sacrificial death as our substitute.
- ◇ We believe in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
- ◇ We believe the Bible, as originally given, is the divinely inspired and infallible Word of God and the supreme authority in all matters of belief and behaviour.