



Oasis Community Housing Ethos and Values

Each of our core values comes from an element of the Christian faith, reflected in the work and life of Jesus. We seek to reflect these in our work. Our values are as follows:

Inclusion – Everyone has a need to belong. So we are passionate about including everyone.

Worth – We believe in the inherent worth and dignity of all people, we will therefore treat everyone equally, respecting differences.

Hope – We have a deep sense of hope that things can change and be transformed, regardless of what the current circumstances may say. We will encourage our clients to dream big dreams

Perseverance – We are committed to people and communities for the long term, and will give 2nd 3rd and 4th chances.

Life – We will work to enable 'life in all its fullness' to be a reality for those we work with.

All staff at Oasis Community Housing commit to embedding these values within their work.

Recruitment and Practice

Oasis Community Housing welcomes staff from all religions and those with none. In order to ensure that the Christian ethos and values of the charity are consistently applied, understood and developed as a charity however it will be an occupational requirement (OR) that a practising Christian is needed for some specified roles. This will be highlighted in the qualifications section of the job description and will be clearly stated in the job advert. The application of an OR to specific posts will be regularly reviewed in line with our recruitment policy.

The use of ORs will be measured and will be considered against our commitment to Equal Opportunities. An element of the roles and responsibilities of posts that hold an OR will be to ensure consistent application of our Christian ethos in the department or project which they work in. These post holders will collectively be responsible for ensuring that the beliefs that inform our values and ethos are reflected appropriately at a corporate level and are distilled into the daily operations of the charity

Oasis Community Housing considers its ethos to be a reason to champion equal opportunities, stemming from our belief that all are made in Gods image. The Charity is a Christian charity which means that it is committed to the transformation of communities and to the inclusion of every person in that process. Indicating the intrinsic role the Christian faith basis of the charity has in informing our service delivery Oasis Community Housing has signed up to the Faithworks Charter. Of notability the charter is a commitment that because of our Christian ethos, not in spite of it, in all that it does, the charity shall:

- Serve and respect all people regardless of their age, disability, gender, 'race', ethnic

origin, religion or beliefs, pregnancy or maternity status, marital or civil partnership status, sexual orientation, physical and mental capacity

- Acknowledge the freedom of people of all faiths and none to both hold and to express their beliefs and convictions respectfully and freely, within the limits of the UK law
- Never impose its Christian faith or belief on other

Faith Expression

As a Christian charity we give space for staff to pray individually and corporately in the work place. There will never be an expectation or pressure for staff in non OR posts to participate in this against their wishes, but all staff are expected to respect the role prayer plays in the organisation