

Employment Ethos / Employer Aspiration

Statement of Intent

Christian Aid knows that it will only achieve its goals if everyone involved can give of their best. To achieve this we will create and develop a workplace free from unfair discrimination where everyone is encouraged to grow and contribute in an environment of fairness, honesty and commitment.

Guiding Principles

- Our overarching principle is that what we do should be fully aligned with our values. We will practice what we preach.
- We will observe both the letter and the spirit of all relevant legislation.
- We will make decisions on the basis of fairness and equity. Our decisions will be consistent wherever we operate.
- We will not put our people at personal risk. The safety and security of our people will be paramount.
- We will communicate openly with our people, seeking and listening to their views on issues which concern them.
- We will set out clearly our employment deal in terms of the responsibilities and obligations we both offer and expect, and where appropriate entitlements.
- We will encourage full participation in the Christian Aid movement so that everyone can have the opportunity to make a difference.
- We will respect those we work with and reflect their needs in the decisions we make.

Measures

We will know this policy is working when

- Our people say it is
- Our people can tell us where it is not working
- Turnover is reduced; sickness rates for particular reasons e.g. stress come down
- Managers are confident to use the policies without checking unnecessarily with HR.