



## POLICY ON POSTS TO BE HELD BY CHRISTIANS

### Context

Compassion UK is a member of the Compassion Global Partner Alliance which consists of autonomous Christian organisations throughout the world united to accomplish a shared purpose and by a common mission to release children from poverty in Jesus' name. Global Partner Alliance members are united by the tenets of a common [Statement of Faith](#) adopted from the World Evangelical Alliance.

As a Christian organisation Compassion has three key distinctives which include the commitment to Christ, the Church and Children (commonly referred to as "The 3 Cs"). Jesus is at the heart of what Compassion does for children and their families irrespective of their background or belief. Everything Compassion does is meant to reflect God's heart. We believe God guides us in multiple ways (scripture, prayer, wise counsel, expertise) to make community-affirmed, Spirit-led decisions as we pursue God's will in accomplishing our mission together.

Compassion UK is committed to upholding provisions made in the Equality Act 2010 and creating an environment which promotes the organisation's Christian ethos and enables people to experience, explore and express the faith-based motivation of Compassion's work. Accordingly, it is not discriminatory under the Schedule 9 of the Equality Act 2010 that certain roles within Compassion UK have an occupational requirement, for the post-holder to:

- demonstrate an active personal commitment to the Christian faith as set out in our Statement of Faith;
- be in agreement with and committed to respect, uphold; and
- commit to work within Compassion's Christian faith-based ethos, faith statements and values.

Post-holders in all other roles are expected to respect, uphold and commit to work within Compassion's Christian faith-based ethos, faith statements and values. For these roles Compassion UK welcomes people of all faiths and none.

### Purpose

This policy reflects both the purposes, spirit, and intentions of legislation which outlaws discrimination and Compassion UK's charitable objective to advance Christian faith and preserve its distinctively Christian ethos.

This policy establishes the guidelines by which Compassion UK identifies and reviews posts with an occupational requirement for the post-holder to have a personal belief in, and commitment to the Compassion UK's '[Statement of Faith](#)' to ensure a consistent approach.

### Scope

The policy applies to all employees, trustees and volunteers. A list of associated policies and procedures is included in this policy (see Associated Procedures and Documents) and the details are covered separately.

### Procedure

#### 1. Criteria for determining an Occupational Requirement

- 1.1. All roles which have significant leadership or representative responsibilities, or that are central to fulfilling the aims and purposes or developing and maintaining our Christian ethos, will be held by Christians. This will include role with line management responsibilities and public facing roles with potential new or existing supporters.
- 1.2. All other posts which involve **at least three** of the following essential criteria must also be held by Christians:
  - a) Leading the Christian purpose of the organisation, and having significant influence in shaping the vision, mission and strategy of the organisation including understanding, and articulating the theology of the organisation.
  - b) Leading the development of or delivering the main Christian activities of the organisation. This includes evangelical responsibility either at personal or strategic level and the post is an explicit part of Compassion's Christian mission.
  - c) Representing the Christian purpose of the organisation, speaking, preaching, advocating, writing on behalf of the organisation and having significant influence of Compassion UK's reputational position
  - d) Being the face-to-face contact with the public, imparting the Christian purpose of the organisation to those whom the organisation serves. The post holder will act as an organisational role model to internal and/or external contacts.
  - e) Being the "voice" of the organisation, representing the organisation to enquirers, being the point of contact about the organisation.
  - f) Being responsible inside the organisation for representing, promoting, maintaining, and ensuring the conveyance of the Christian ethos and values of the organisation. The post-holder will be involved in significant management or guidance of others and/or responsibility for setting operational policy parameters.
  - g) Leading or supporting the spiritual life of the organisation, conducting acts of worship, partaking in praying with fellow Christians including supporters and colleagues, responsible for spiritual development.

The criteria outlined above **must be:**

- crucial to the role; and
- directly related to the nature of the post;

#### 2. Recruitment and Selection

Posts will not be restricted to be held by Christians unless specifically designated using the essential criteria in (1) above.

New and vacant posts will be assessed against this policy for a decision as to whether the position will be designated as a post to be held by a Christian through the completion of an '**Occupational Requirement**

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**Assessment Form**. This process is conducted by the recruiting line manager and the People and Culture team with oversight from the Chief Operating Officer.

From the outset, applicants will be provided with this policy and Compassion UK's 'Statement of Faith', 'Ethos Statement' and 'Equality, Equity, Diversity and Inclusion Policy'. The application pack will also include the person specification that candidates will be required to demonstrate:

- An active personal commitment to the Christian faith.
- An active involvement in worship and community in a Christian church or other informal Christian settings (and to be able to demonstrate that involvement e.g. by reference from a church leader).
- An ability to contribute to the spiritual life of Compassion UK (by e.g. prayer for supporters and colleagues; worship, and bible study for encouragement or exposition).
- An agreement with; and a commitment to respect and work within Compassion's Christian mission, values, and faith statements.
- An ability to promote the Christian ethos of Compassion UK and enable others to experience, explore and express the faith based motivation of its work.

### 3. Modifications

Compassion UK will, by exception to this policy, objectively consider (without prejudice) and (where possible) make necessary and reasonable modifications as follows:

#### a) Recruitment challenges

In circumstances where all attempts have failed to fill a position where the post-holder is required to have a personal commitment to Christian Faith.

#### b) Changes in belief

In circumstances where a post-holder during their employment or engagement finds, or it is found that, their personal beliefs are no longer in congruence with the personal specification above.

#### c) Re-designation of existing post

In the unlikely event that an existing post is re-designated to have an occupational requirement.

### 4. Monitoring Reviews

On an annual basis a review of all posts will be undertaken as part of Performance Development Reviews where the line manager and the employee will also review the job profile in line with this policy. This is to ascertain whether the need for an occupational requirement for the role holder to be a Christian or not is still relevant to the role and ensure employees have clear understanding of the expectations under this policy.

The People and Culture Team will retain an up-to-date list of all posts that have been designated as necessary to promoting Compassion UK's Christian ethos.

Compassion UK will review any requirements for a post holder to be a committed Christian when a post becomes vacant, or a new post is created. The list of posts to be held by Christians will be updated should there be any changes.

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The People and Culture Team will be responsible for ensuring consistency of application of the Policy on Posts to be held by Christians across the organisations. Any anomalies will be identified and be subject to a re-application of the process outlined above.

### Associated Procedures and Documents

- Statement of Faith
- Ethos Statement
- Equality, Equity, Diversity & Inclusion Policy

**This policy will be reviewed every THREE years. Review History:**

Version	Approval date	Approved by	Details
1	01/05/2008	Trustees	Reviewed and superseded by Version 2
2	12/10/2015	Trustees	Reviewed and superseded by Version 3.1
3.1	February 2017	Trustees	Reviewed and superseded by Version 3.2
3.2	June 2020	Minor revision	Reviewed and superseded by Version 4
4	28 October 2022	Trustees	A new a blanket principle that all roles which have significant leadership or representative responsibilities, or that are central to fulfilling the aims and purposes or developing and maintaining our Christian ethos, will be held by Christians.

*Compassion UK reserves the right to review, revise, amend or replace the contents of existing policies and procedures and to introduce new policies and procedures from time to time to reflect the changing needs of the organisation. In cases where policies and procedures or guidelines conflict with related legislation, current related legislation always takes precedence.*

*Please note: Printing this document may make it obsolete.*