

JOB CONTEXT

With occupational requirement



Wycombe Homeless Connection (WHC) is a registered charity that serves people who are homeless or at risk of homelessness. In partnership with other agencies, we provide free support and advice services all year round to prevent people becoming homeless and to help people who are homeless to secure accommodation. We aim to ensure no one sleeps rough in winter.

WHC serves in the name of Jesus Christ: the Christian faith is integral, at the heart of the conduct and motivation of our organisation. Our work depends on the close relationship that we have with the local churches, who provide premises, funding and the bulk of our volunteer force.

Whilst we are always ready to give an explanation for the hope we have in Christ, we do not seek to promote religion nor impose our Christian faith or beliefs on others. We aim to serve and respect all people equitably, seeking to understand and adapt to their differing needs based on their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Because of the nature and context of the role, there is an occupational requirement in line with the Equality Act 2010* that the job-holder must be a Christian.

We welcome candidates of different Christian backgrounds. To be a Christian, the role-holder will acknowledge Jesus Christ as Lord and saviour and this will, in part, be considered demonstrable by their:

- upholding the Bible's ethical teaching in their daily life,
- prayer life and Bible reading,
- regular attendance at a church or Christian fellowship that worships one God, eternally existent in three persons, Father, Son and Holy Spirit,
- sense of calling to this role.

Due to the size and structure of the organisation, the job-holder may at times be the only person available to answer any queries about the organisation and the Christian faith that is its foundation, and demonstrate and explain this ethos.

When appropriate, the job-holder must be able to authentically convey the faith foundation of the organisation, for example, at times dealing with unsolicited questions from the public about Christianity and our faith foundation[#] or praying with/for members of the public about their circumstances. The job-holder must be able to communicate from a faith perspective with churches and Christian volunteers, and in that context participate in or lead Christian worship and prayer.

In addition to a professional capability we expect the job-holder to bring Christian spiritual resources to the role, praying for the work and those they are helping and seeking guidance from the Holy Spirit in decisions they make.

*Where an employer has an ethos based on religion or belief, they are permitted to rely on the occupational requirement exception if they can show that, having regard to that ethos and the nature or context of the work, the requirement of having a particular religion or belief is an occupational requirement and the application of the requirement is a proportionate means of achieving a legitimate aim.

#Relevant biblical references are: John 14:15; Hebrews 12:14; 1 Peter 3:15; Colossians 3:22-24; Matthew 5:13-16; Ephesians 6:18; Matthew 18:15-17; Psalm 133