

St Madoc Christian Youth Camp Recruitment Policy

1. Purpose

This policy establishes the guidelines by which St Madoc Christian Youth Camp recruits all of its staff and also identifies which posts should be held by Christians. The reason for identifying such posts is to clearly indicate those roles which the Trust believe need to be filled by Christians in order to undertake activities which seek to preserve and develop its distinctively Christian ethos.

2. Persons Affected

The policy applies to both staff and members of the Trustees.

3. Policy

St Madoc Christian Youth camp seeks to recruit staff who will maintain and promote its intrinsic Christian ethos whilst at the same time ensuring that the principle of Equal Opportunities is assiduously practiced.

- **Christian Ethos:** St Madoc Christian Youth Camp was established with a Constitution which makes clear that *“the central inspiration of the Christian religion will be recognised by all who come to St Madoc”* and in its Statement of Faith declares that *“We believe that as Christians we should welcome all believers and non-believers, showing love and compassion, whilst sharing the wonderful news of the Gospel which is inclusive and available to all”*. (see Appendices) Accordingly those in roles that are assessed as promoting the organisation's Christian ethos and enabling people to experience, explore and express the faith-based motivation of its work, must be recruited against a “Genuine Occupational Requirement” (GOR). This means that candidates for these roles are required to demonstrate an active personal commitment to the Christian faith and be in agreement with and committed to respecting and upholding the St Madoc's Christian faith-based ethos, Statement of Faith and values. **(NB the values need definition)** For all other roles we welcome people of all faiths and none.
- **Equal Opportunities:** St Madoc Christian Youth Camp believes that no person or group should be treated less favourably in employment because of his or her race, nationality, ethnic origin, gender, sexual orientation, age, disability or illness. St Madoc will seek to recruit staff from all sections of the community. However all staff must be prepared to carry out their work in a manner which authenticates the Christian faith in accordance with the Trust Deed. Staff appointments will be monitored to ensure no positive or negative discrimination occurs at the point of selection.

St Madoc recognises that apart from job related qualifications and experience, other knowledge and experience may be equally valid in the appointment of a worker, being particularly relevant in the case of people from groups, which experience discrimination. A list of current posts are available for review that have been designated as needing a committed Christian as a GOR. St Madoc will review any GOR for a post as it becomes vacant or a new post is created. The list of posts with GORs will be updated should there be any changes.

4. Responsibilities

The Camp Manager is required to agree the organisational structure with the Board of Trustees and identify within that which posts have a need to be defined as GOR. The Camp Manager is also responsible for reviewing all positions as they become vacant or are created to test whether there is a GOR and agree any role changes with the Trustees. Once the structure is agreed The Camp Manager is responsible to ensure that, for any role that is to be filled by a Christian, that those recruited to the post can demonstrate a clear and active commitment to the Christian faith. It is also The Camp Manager's responsibility to ensure that for all permanent roles there is appropriate advertising and independent panel selection to ensure there is a fair recruitment of candidates who have demonstrated that they have the best skills and experience match for the post. See `Procedures' **(NB these need to be developed)**. For all roles the selection criteria must be based upon the Equal Opportunities policy. “Casual” or temporary staff should be subject to this policy with the exception that recruitment is at the discretion of the Camp Manager and subject to a three month limit for conversion to permanency.