

## **Basis of Faith**

We are committed to the Evangelical Alliance's basis of faith and therefore we believe in:

1. The one true God who lives eternally in three persons—the Father, the Son and the Holy Spirit.
2. The love, grace and sovereignty of God in creating, sustaining, ruling, redeeming and judging the world.
3. The divine inspiration and supreme authority of the Old and New Testament Scriptures, which are the written Word of God—fully trustworthy for faith and conduct.
4. The dignity of all people, made male and female in God's image to love, be holy and care for creation, yet corrupted by sin, which incurs divine wrath and judgement.
5. The incarnation of God's eternal Son, the Lord Jesus Christ—born of the virgin Mary; truly divine and truly human, yet without sin.
6. The atoning sacrifice of Christ on the cross: dying in our place, paying the price of sin and defeating evil, so reconciling us with God.
7. The bodily resurrection of Christ, the first fruits of our resurrection; his ascension to the Father, and his reign and mediation as the only Saviour of the world.
8. The justification of sinners solely by the grace of God through faith in Christ.
9. The ministry of God the Holy Spirit, who leads us to repentance, unites us with Christ through new birth, empowers our discipleship and enables our witness.
10. The Church, the body of Christ both local and universal, the priesthood of all believers—given life by the Spirit and endowed with the Spirit's gifts to worship God and proclaim the gospel, promoting justice and love.
11. The personal and visible return of Jesus Christ to fulfil the purposes of God, who will raise all people to judgement, bring eternal life to the redeemed and eternal condemnation to the lost, and establish a new heaven and new earth

**As a member of C3 we are also committed to their statement of belief.**

### **C3 - What we Believe.**

1. There is one God: God the Father, God the Son, and God the Holy Spirit
2. In the deity of our Lord Jesus Christ the Son of God; we believe in His virgin birth, in His sinless life, in His miracles, in His victorious and atoning death, in His bodily resurrection, in His ascension to the right hand of the Father, His constant intercession and in His imminent return
3. In the person and work of the Holy Spirit with His fruits and gifts available in the Church.
4. The Bible is the living word of God. It is infallible, authoritative and everlasting and is the foundation of all Christian doctrine.
5. In the existence of an evil spiritual being known as the devil
6. In the spiritually lost condition of all people and the essential need for the new birth by faith in Jesus Christ
7. In the baptism of the Holy Spirit as a gift available to believers subsequent to the new birth, with normal evidence of speaking in other tongues
8. In the sacraments of the Lords Supper and baptism by full immersion in water for all believers
9. In the resurrection of both the saved and the lost, the one to everlasting life and the other to everlasting separation from God

10. In the church being the body of Christ, and each member being an active part of a local church, fulfilling the Great Commission.
11. Marriage was instituted by God, ratified by Jesus, and is exclusively between a man and a woman. It is a picture of Christ and his church.
12. Sex is a gift from God for procreation and unity, and it is only appropriate within and designed for marriage.

### **Equal Opportunity Policy**

1. C3 UnitedLife is committed to providing a vital, practical response to the needs of those we serve, regardless of race, religion, lifestyle, sex, sexuality, physical/mental disability, offending behaviour or any other factor. No person requiring services from C3 UnitedLife will be treated less favourably than any other person on any grounds.
2. In paid employment we actively seek to recruit with the right mix of talent, skills and potential, promoting equality for all, and welcome applications from a wide range of candidates. We select all candidates for interview based on their skills, qualifications, experience and evidence of their commitment to the Vision and Values and Statements of Belief of C3 UnitedLife.
3. As an organisation seeking to deliver services within a Christian context, with a strong Christian ethos, we exist to demonstrate God's love for people and fulfil the great commission of Jesus, namely to make disciples of all peoples (Matt 28:18-20). This is implicit in everything we do and paid roles within the church can therefore only be filled by Christians. The nature of these posts or the context in which they are carried out, and their link to the ethos of the organisation, give rise to an 'occupational requirement' (OR) for the post-holders to be Christians. All staff in these posts are required to demonstrate a clear personal commitment to the Christian faith and a lifestyle that is consistent with the historic teaching of the New Testament.
4. As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the church undertakes to comply fully with the DBS Code of Practice and to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of disclosure on the basis of conviction or other information revealed.
5. A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, all application forms, job adverts and recruitment briefs will contain a statement that a Disclosure will be requested in the event of the individual being offered a position.
6. Where a Disclosure is to form part of a recruitment process, we encourage all applicants called for interview to provide details of any criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover to the recruiter at C3 UnitedLife and we guarantee that this information will only be seen by those who need to see it as part of a recruitment process.
7. Unless the nature of the position allows us to ask questions about the applicant's entire criminal record, we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974.

8. We ensure that all those in the organisation who are involved in the recruitment process have been suitably trained to identify and assess the relevance of circumstances of offences. We will also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders e.g. the Rehabilitation of Offenders Act 1974.
9. At interview, or in separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is relevant to the position sought could lead to withdrawal of an offer of employment. Having a criminal record will not necessarily bar you from working with us. It will depend on the nature of the position and the circumstances and background of your offences.
10. We make every subject of a DBS Disclosure aware of the existence of the Code of Practice and make a copy available on request.
11. We undertake to discuss any matter revealed in a disclosure with the person seeking a position before withdrawing a conditional offer of employment.