



A WELCOME TO APPLICANTS

Thank you for your interest in working for the YMCA. If you are an internal applicant you will already be familiar with the distinctive nature of the YMCA and its work. External applicants may not be aware that YMCAs are Christian charities belonging to a national and international Movement. The YMCA offers opportunities to young people and their communities to develop in mind, body and spirit and so help to fulfil their potential. It aims to reflect this holistic approach in the way it recognises the value of each individual staff member and enables them to make their unique contribution to the organisation's mission.

In England, the YMCA comprises some 140 different Associations found in many cities and towns, each of which operates as a separately registered charity. These YMCAs are often working with people at times of greatest need. Worldwide, the Movement has over 30 million members in some 125 countries. The evolution of each YMCA is influenced by local factors.

But generally YMCAs aim to:

- Facilitate personal, social and spiritual development – through life and job skills training and a wide range of other opportunities for personal growth and challenge.
- Build relationships and provide programmes that support young people's transition to adulthood.
- Develop communities through the provision of supported housing, community activities and sport, exercise and fitness programmes for all ages.
- Share ideas and resources across the world as part of an international YMCA network.

The YMCA values diversity and welcomes applications from across all of the community. Diversity is reflected strongly among those who participate in YMCA activities and use its facilities. Our housing residents, for instance, come from many nations and backgrounds; the YMCA provides accommodation and training facilities for both men and women; our health and fitness suites have been successful in offering customised programmes for people with disabilities; and the range of activities involves people of all ages. We are also committed to ensuring that diversity is reflected strongly within our Board of Management, volunteer and employee structures. This includes a commitment to keep our practices under review, leading to action where necessary, in order to attract new people from all sections of the community.

The YMCA is committed to equality of opportunities and aims to wipe out discrimination both in employment and in the service we deliver. Birmingham YMCA has adopted policies which aim to eliminate unlawful and unfair discrimination which are based on the following laws:-

Sex Discrimination Act 1975

Equal Pay Act 1970 (amended 1983)

Race Relations Act 1976 (amended 2000)

Disability Discrimination Act 1995

Human Rights Act 2000

Rehabilitation of Offenders Act 1974

Employment Equality Regulations 2003

Birmingham YMCA will endeavour to make any adjustment or special requirement requested to lower any barrier to those applicants and/or employees with disabilities or special requirements. In addition Birmingham YMCA is committed to an open and inclusive recruitment process and will therefore undertake recruitment activities that aim to attract the widest scope of applicants from a representative background.

Inclusiveness is fundamental to the ethos of the YMCA as a Christian organisation. It is expressed in a wholehearted commitment to welcome people of all faiths and those of none, linked to a confident identity as a Christian faith-based Movement. In order to promote the Christian ethos of the YMCA it is important that certain posts are filled by people with a personal commitment to the Christian faith. These are called 'Central Posts'. If the advertisement/job details for the position for which you are applying states that you are required to have a personal commitment to the Christian faith, then a copy of our Ethos Statement and Central Posts Policy will be included in your application pack. Please read these documents carefully as they will explain both the reasons for Central Posts and how we will assess whether you meet the requirement to have a personal commitment to the Christian faith.

Most of our posts however, are not classed as Central Posts. In this instance you will *not* have been sent a copy of either the Ethos Statement or Central Posts policy and *you are not required to complete the 'Religious Beliefs' section of the enclosed application form*. All staff and volunteers however, are expected to respect the Christian ethos of the YMCA and uphold its values in their work. You will be asked at interview to confirm that you are prepared to do this. The values to be upheld include: being inclusive and welcoming to people of all religious faiths and none; promoting respect and freedom for all; working for tolerance and understanding; having an active care and concern for the community; and affirming the equal value of each person when caring for and working with others.

Thank you again for your interest in working for the YMCA. We look forward to receiving your application.

Discover *y*our potential