

# Working For The Message Trust

## Mission & Vision

01.

### **The Message Trust exists:**

To improve the lives of young people primarily in urban areas. Working in schools, in local communities and in prisons, The Message is in regular contact with around 100,000 young people each year across the UK and now internationally in South Africa from a base in Greater Manchester using music and drama to communicate a positive message of hope, faith and love.

### **These objectives are being worked out in four main areas:**

Producing quality Christian music and educational resources. Live music bands, printed materials, the internet and multi-media are all used to communicate the Gospel to young people mainly within the Manchester area, in ways that are relevant to today's youth culture and perspectives.

Community-based 'Eden' youth teams advancing the work of The Message through partnerships with local churches. Our goal is to see Eden Projects with full-time and volunteer youth and community workers established in the most deprived neighbourhoods of Manchester, positively impacting the people in those areas irrespective of religion, colour or background;

Inspiring and training church leaders and youth groups to be effective in reaching and communicating the Christian gospel to young people around Manchester and beyond. Our goal is to produce discipleship materials, evangelism training courses and to inspire people to get involved with their neighbourhoods, through social action and evangelistic outreaches;

Partnering with local churches, local authorities, schools, the police and other agencies to provide new opportunities and positive experiences for disadvantaged, deprived and marginalised young people across the Greater Manchester region.

The Message Trust  
Lancaster House,  
Harper Road,  
Sharston,  
Manchester,  
M22 4RG

Tel: 0161 946 2300  
Fax: 0161 946 2310  
Email: [info@message.org.uk](mailto:info@message.org.uk)

The Message Trust is a company limited by guarantee, registered in England and Wales No. 03961183. Registered Charity No. 1081467. VAT Registration No. GB 727 177616



# Working For The Message Trust Ethos & Values

02.

## Making A Difference

The Message Trust's work is underpinned by a clear definition of its Ethos and Values, which affirms the Christian origins of the Trust and its ongoing day-to-day working principles. A Statement of ethos and values is in place (see below) to demonstrate how the Christian Faith energises the organisation's work and sustains its culture, galvanising its long-term cohesion. The Trustee, Executive, Management and Outreach posts within the organisation have been recognised as carrying a Genuine Occupational Requirement. This is to ensure that the organisation's distinctive Christian basis is sustained. This is important given the extensive nature of the organisation's Christian charitable donor base which provides the basis for the financial viability of the work. The Message Trust is an inclusive Christian organisation, working with and supporting people from all sections of the community. In particular the Statement explains how organisations and individual people from all faiths or no faith can identify with and benefit from the services and support that the organisation provides.

We maintain the Trust's Christian ethos which is founded on a belief in God the Father as Creator, Jesus Christ the Son of God the Redeemer, and The Holy Spirit, the Enabler and third person of the Trinity. The Trust also affirms that the practical application of the Christian faith in accordance with the Bible should be expressed in daily work and living. As a Christian organisation working with and supporting people from all sections of the community, we recognise the need to set out our values. These are clearly drawn from our Christian faith and our aim is that all our staff, volunteers, clients, service users, charitable funders and business partners should be able to identify with the benefits of the organisation's work and ethos.

## People

We seek to empower staff to meet the needs and expectations of our clients and other service users as well as the requirements of the organisation overall. We will support staff through a comprehensive induction and training programme, backed up by strong supervision. The Message seeks to establish a culture that encourages teamwork, rewards creativity and innovation, and welcomes imaginative suggestions. Key attributes that The Message seeks in all its staff members and volunteers include valuing one another, honesty and integrity, the importance of the individual, respecting differences, a profound compassion, and working in an inclusive, non-discriminatory and nonjudgemental way.

## Partnership

We expect all staff to work together to achieve the aims and objectives of the organisation. To achieve this, staff will act as team players in supporting one another, recognising that more is achieved through harmony. We acknowledge and value contributions to our operation arising from the diversity of staff who join the organisation, and actively look to promote links and partnerships between the Trust and other service providers, local communities and agencies. To ensure all staff work as team players, we seek to create an environment where openness, trust and support of one another is expected. Our formal supervision policies place this expectation on all staff.

## Performance

Our philosophy is to recognise the dignity and diversity of our clients and service users, to respect their independence, and to work with them to help meet their needs. Our staff will create an environment where our clients and service users are encouraged to take control of their lives and have the ability to exercise choice wherever possible. We will provide a high quality framework for our work, which sets out guidance and expectations. All staff and volunteers will accept their responsibility and accountability to treat clients and service users as they would wish to be treated, and challenge any practice that does not meet this standard at all times. Respect for the individual's freedom of choice will be paramount at all times. By working together, we aim to be recognised for "services of excellence" which offer proven choice, added value, and individually tailored support. We will value and recognise the importance of every individual helping to achieve this goal.

The Message Trust  
Lancaster House,  
Harper Road,  
Sharston,  
Manchester,  
M22 4RG

Tel: 0161 946 2300  
Fax: 0161 946 2310  
Email: [info@message.org.uk](mailto:info@message.org.uk)

The Message Trust is a company limited by guarantee, registered in England and Wales No. 03961183. Registered Charity No. 1081467. VAT Registration No. GB 727 177616



# Working For The Message Trust

## Recruitment of Ex-Offenders

03.

**Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offence.**

1. As an organisation using the Criminal Records Bureau (CRB) Disclosure service to assess applicants' suitability for positions of trust, The Message Trust complies fully with the CRB Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.
2. We have a written policy on the recruitment of ex-offenders, which is made available to all Disclosure applicants at the outset of the recruitment process.
3. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide a range of candidates, including those with criminal records. We select all applicants for interview based on their skills, qualifications and experience.
4. Where a Disclosure is to form part of the recruitment process, we encourage all applicants to provide details of their criminal record at the outset of the recruitment process. We request on the application form that this information is sent under a separate confidential cover to a designated person within The Message Trust and we guarantee that this information will only be seen by those who need to see it as part of the recruitment process.
5. Unless the nature of the position allows The Message Trust to ask questions about your entire criminal record, we only ask about 'unspent' convictions as defined in the Rehabilitation of Offenders Act 1974.
6. We ensure that all those in The Message Trust who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences We 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.
7. At interview or in a 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 directly relevant to the position sought could lead to withdrawal of an offer of employment.
8. We make every subject of a CRB Disclosure aware of the existence of the CRB Code of Practice and make a copy available on request.
9. We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.

**The Message Trust  
Lancaster House,  
Harper Road,  
Sharston,  
Manchester,  
M22 4RG**

Tel: 0161 946 2300  
Fax: 0161 946 2310  
Email: [info@message.org.uk](mailto:info@message.org.uk)

The Message Trust is a company limited by guarantee, registered in England and Wales No. 03961183. Registered Charity No. 1081467. VAT Registration No. GB 727 177616

