

Statement of ethos and values

Christian beliefs shape our actions and support the **themes** that inform our work: justice, hope, valuing people, excellence, creativity, community, integrity and forgiveness. We work in partnership with people and organisations who are committed to these themes.

We believe that as people experience these themes, it may be appropriate to discuss Romsey Mill's **Christian ethos** with them.

As Christian beliefs underpin Romsey Mill's work, certain roles must be held by those who have a personal commitment to them. Our activities are open to all, regardless of their value-systems.

Values and actions

Romsey Mill, its staff and volunteers, show integrity when actions match our stated values.

Romsey Mill is guided by the following core values:

- **Social justice** Our work challenges injustice and reflects a long-term commitment to people.
- **Forgiveness** We seek to inspire hope for transformation and a better future.
- **Promoting the well-being of the whole person** Lasting change must include the whole person and their community, so we will promote physical, mental, spiritual, economic and environmental well-being.
- **Excellence** We strive for excellence in our work, seeking to improve by listening, reflecting and learning.
- **Innovation** We encourage creative approaches to respond to individual and community need.

The following values inform our approach to people:

- **Interdependence** Developing a caring community is at the heart of our work.
- **Supporting the vulnerable** We give priority to those who are excluded, disadvantaged or neglected in our society.
- **Each person has immeasurable value** We care for all people equally and respect their differences.
- **Ongoing learning** We are committed to all people connected with Romsey Mill - and the organisation - realising their potential.
- **Accountability** We are accountable for our actions and open to correction.