



## Hope's values and ethics

2020

**Here we set out what Hope, including both Hope Centre and Hope Enterprises, stands for, and what its purpose and values are.**

**Hope is a progressive anti-poverty charity that works to improve the lives of anyone affected by poverty, especially homelessness; through services, training, campaigning and advocacy**

- Hope is committed by its governing instrument and practice, to the alleviation of poverty, expressed most consistently in work with people marked by extremes of disadvantage, especially homelessness.
- We do not represent the values of any political party and we are strictly non-party political in outlook. However we will campaign for the alleviation of poverty, recognising that poverty and homeless are explicitly political issues on which we cannot be silent.
- We are a secular organisation in the delivery of the services we offer. Whilst the organisation was originally set by those with Christian faith, we represent no sect nor church, and our work is conducted without any overt religious basis or nature. Whilst many staff, trustees and volunteers are Christian, this is not a requirement to work for us and evangelism plays no part in our work.
- We respect the values and rights of all persons, whatever protected characteristics they possess. We will work to alleviate poverty amongst all, without discrimination.
- We work to help people to change: to escape poverty and stand on their own two feet, providing a hand-up, not a hand-out. Whilst we will work to alleviate poverty through the provision of basic services like food and shelter, we do this as a mechanism to find ways to help people change and grow, rather than an end in itself. Our goal is to enable people to escape poverty, not to enable them to remain within it. We recognise that poverty is created by both structural and personal factors and we will work to alleviate and reduce both of these.
- We will treat our service users and all staff and volunteers with respect and humanity, whatever their behaviour. We do not judge people, and we do not discriminate against those whose values and behaviours we do not agree with; but work with them to change their behaviour.
- We will work entirely within the law, and strive at all times to be scrupulously honest in our conduct and behaviour, governed by appropriate policies and systems that value people, honesty and ethical behaviour.

- We will strive to demonstrate these values at all times in the way that we work, supporting each other positively and compassionately to deliver our best.
- We will strive to operate with as minimal and impact on the environment as possible, reducing consumption and recycling wherever we can, and providing services that address environmental issues and concerns.
- We will recompense and reward our staff appropriately and fairly for their labour, recognising their rights in line with the law and fair practice
- We work to end the need for our services: if we recognise that we are no longer needed, we will not strive to keep ourselves in existence unnecessarily.
- We work in partnership wherever we can, not competitively. We will strive to maintain good relationships with agencies whose roles complement or overlap with our own
- We are committed to anti-racist and anti-misogynist practice, the rights to all for fair treatment, and for assertive action to challenge prejudice how we work and how we are governed