

Employment

The Trust views our staff as a valuable resource and has adopted a policy to act at all times as an employer of integrity with the highest professional standards. In this respect, therefore, we will abide by all relevant legislation and carry out our statutory obligations with diligence and responsibility. We will seek to offer employment opportunities where the needs of the individual and the Trust are considered by us to be of equal importance.

Therefore, we will:

- act as a caring and responsible employer, encouraging the development of staff and treating them with respect and dignity
- remunerate them through terms and conditions that recognise their value and are in line with or exceed local and national market remuneration practices
- follow a strict practice and standard process of equal opportunities where all are treated equally in terms of recruitment, appointment, employment and development
- seek to empower all staff to be able to take ownership of the issues that confront them in their everyday work and support them to develop their skills and abilities to the fullest possible extent.

Relationships within our Community

The Trust is committed to developing good relationships within our Community. In order to do this we will:

- treat every member of our Community as of equal worth
- work to ensure that our Community is aware of our equal opportunities policy
- promote the use of both language and images which are positive, and avoid stereotypes
- support Community members in challenging offensive comments, aggressive behaviours and other failures to abide by the equal opportunities policy

If you have noted something that does not agree with our policy please e-mail reception@lkh.co.uk

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Registered Charity No. 1082375

This leaflet is available in other forms.
For the full policy please visit our website.



Luther King House
Educational Trust

Putting Principles into Practice

An Ethical Policy

Printed on recycled paper



When we refer to “community” this means all those staff, students (both lay and ordained) regular and casual visitors (whether this is for a conference, meeting or overnight accommodation) who use the services and facilities of Luther King House.

The Trust will comply with all relevant legislative requirements.

The Trust aims to establish ourselves as a model of sound ethical practice, willing to share with others, particularly those who supply goods and services, the benefits of such an approach.

Our Principles

The basis of our policy has its roots in the belief that:

- every person has equal worth in the sight of God
- we must be good stewards of the resources entrusted to us
- Jesus empowered those denied equality by the structures of his day
- Christians are called to live in the power of the Spirit for a new community, shaped by Jesus’ example
- All those who are associated in any way with our Community should be accorded equal respect and receive a fair return for their work or involvement
- All our dealings should show a proper concern for peace, justice and the sustainability of creation.

Trading

We aim to:

- trade with suppliers who also set high ethical standards in their business and not with those known to be connected with or unconcerned about unjust trading practices
- welcome suppliers whose ethics are comparable with our own and work in partnership with them to improve our collective performance
- wherever possible, use a range of ‘fairly traded’ products as certified by the Fair Trade Foundation
- wherever possible, trade with local suppliers
- wherever possible, use recycled products.

Provision of Educational Services

Luther King House is committed to providing educational services in a fair and honest way:

- Existing students are encouraged to participate in the management of courses
- Feed back on teaching is encouraged and evaluated as part of the quality process
- An internal complaints mechanism exists and where appropriate complaints may be referred to external arbitration
- Applicants to Luther King House Open College will receive advice that in our opinion is best suited to student needs; even if at times this is a recommendation to study at another institution

Environmental

We aim to:

- refrain from purchasing environmentally damaging materials, or those where their production is known to harm the environment
- conserve nature by the use of raw materials and energy which are the most easy to regenerate
- re-use materials, recycle waste and use items produced from recycled materials
- use those products, materials and services which cause least damage to the environment and to people
- dispose of goods no longer required in a manner that minimises damage to the environment
- minimise the production of waste in all operations and use biodegradable products wherever affordable
- conserve energy and limit waste wherever possible
- acquire energy from the most environmentally friendly and socially responses that are available and affordable
- incorporate energy saving and producing devices in any new building work.