

Promoting equality, valuing diversity

Barnardo's is committed to providing equality of opportunity for the children, young people, families and carers with whom we work. We value and respect their diversity.

Barnardo's welcomes difference in its staff and volunteers. In accordance with its Basis and Values, Barnardo's is working to create equal access to opportunities for paid employment and voluntary involvement while continuing to base selection and promotion solely on ability to meet the requirements of the post. This is irrespective of race, colour, ethnic or national origins, religion, disability, gender, sexual orientation, age, marital status, irrelevant offending background, responsibility for dependants, economic status or political values.

Barnardo's is committed to taking active steps to address and eliminate unfair or unlawful discrimination or prejudice where these are identified in the organisation's procedures or practices.



Believe in children

In 1870, Dr Thomas John Barnardo opened his first home for children in London's impoverished East End. He cared for the very poorest children regardless of their circumstances. Today, Barnardo's is working with more vulnerable children than ever before. We no longer run orphanages, but work in the community with over 100,000 children, young people and their families, in every part of the United Kingdom.

Barnardo's works with children, young people and their families from any background, and we pride ourselves on running services which meet the needs of the whole community. We draw our staff from people of all faiths and with no faith at all, and welcome the diversity and talent they bring.

Barnardo's Basis and Values provides a reminder of our history and the framework within which we continue our work. Although conceived many years before our current strapline, our values are about Believing in Children.

Martin Narey

Martin Narey,
Chief Executive

This information is available on other formats on request.

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Barnardo's adheres to the Fundraising Promise and Fundraising Standards Board guidelines. Barnardo's Registered Charity Nos. 216250 and SC037605

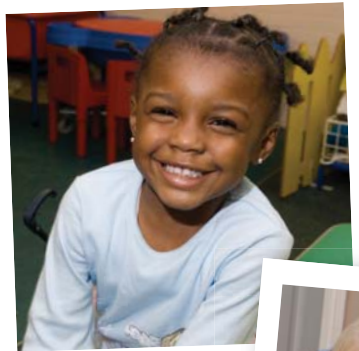
Our Basis and Values Believe in children



Barnardo's



Barnardo's believes in children regardless of their circumstances, gender, race, disability or behaviour. We believe in the abused, the vulnerable, the forgotten and the neglected. We will support them, stand up for them and bring out the best in each and every child. We do this because we believe in children.



Our Basis

- **Barnardo's derives its inspiration and values from the Christian faith**
Today we work in a multi-cultural society, but we are proud of the Christian values and beliefs upon which we were founded.
- **These values, enriched and shared by many people of other faiths and beliefs, provide the basis of our work with children and young people, their families and communities**
We value the contributions of everyone who works with Barnardo's – whether directly with children, young people and their families, or in areas such as fundraising, retail, administration and support services.

Our Values

- **Respecting the unique worth of every person**
We believe that every person is different but equal, and that everyone's unique talent should be recognised and encouraged.
- **Encouraging people to fulfil their potential**
We all need encouragement at some time in life. Barnardo's aims to create opportunities for people to make the most of their abilities.
- **Working with hope**
Our hope for a better future for all children is the source of much of our inspiration.
- **Exercising responsible stewardship**
The commitment of our staff and volunteers to making the best use of all our resources enables us to help children, young people and their families across the UK.

Together, our Basis and Values help us to give every child the chance to fulfil their potential.



The six 'building blocks'

Barnardo's projects are organised around six 'building blocks' which we believe every child needs in order to build a positive future. These are:

- a family that can cope
- protection from harm
- emotional, mental and physical health
- a sense of belonging in the community
- opportunities to learn
- a stake in society.

Almost a third of all children in the UK are missing one or more of these building blocks due to their circumstances.

Barnardo's believes in the potential of every child and young person no matter who they are, what they have done or what they have been through.

This is the reason why Barnardo's exists. But we can achieve little without the help and support of people like you.