

Junction 12 (J12) works to support young people of senior primary and secondary school age, irrespective of their gender, sexuality, ethnicity, ability, or disability, political or religious persuasion, in the east end of Glasgow. J12 will at all times seek to do this within a framework of the Christian faith, in particular the following of Christ's teaching and his example of unconditional love and sacrificial service to others.

As an organisation we affirm our prayerful dependence on God and our commitment to change as we open ourselves regularly to Him through the Bible. We are committed to the pursuit of excellence with integrity in every area of work:

- as an organisation we will be relevant, practical, and relational.
- as a charity we will be law-abiding, professional, and efficient.
- as an employer we will be fair, responsible, and considerate.

We believe the Christian message should be evident in our relationships and in our teaching where this is appropriate. The working environment of J12 should be one that fosters care and support, encouragement, the development of gifts and the realising of potential. A spirit of forgiveness, reflecting the recognition that as people we often fall short of the ideal, should also characterise us. We believe that grace and forgiveness are always available to those who repent.

We believe that being a Christian demands a distinctive lifestyle which impacts upon attitudes to money, possessions, time, work, leisure, social action and relationships. In relationships we strive to respect one another, to be accountable to one another and to seek unity without compromising individual integrity and biblical principles.

We believe that, following the example of Jesus Christ, incarnational ministry is the most effective way to reach out to children, young people and families. We therefore encourage staff and volunteers to establish and develop long term relationships and to show Christ's love and compassion in all areas.

We commit ourselves to the nurture, protection and safekeeping of all. In particular, we seek to ensure the physical, emotional and spiritual well-being and development of children and young people. Within this context we are committed to the protection of children and young people from all forms of abuse.

We aim to create a partnership amongst staff and between paid staff and volunteers in which there is mutual trust, respect and cooperation.

We will seek to work collaboratively with local schools, Christian Churches and with other organisations where there are areas of common concern.