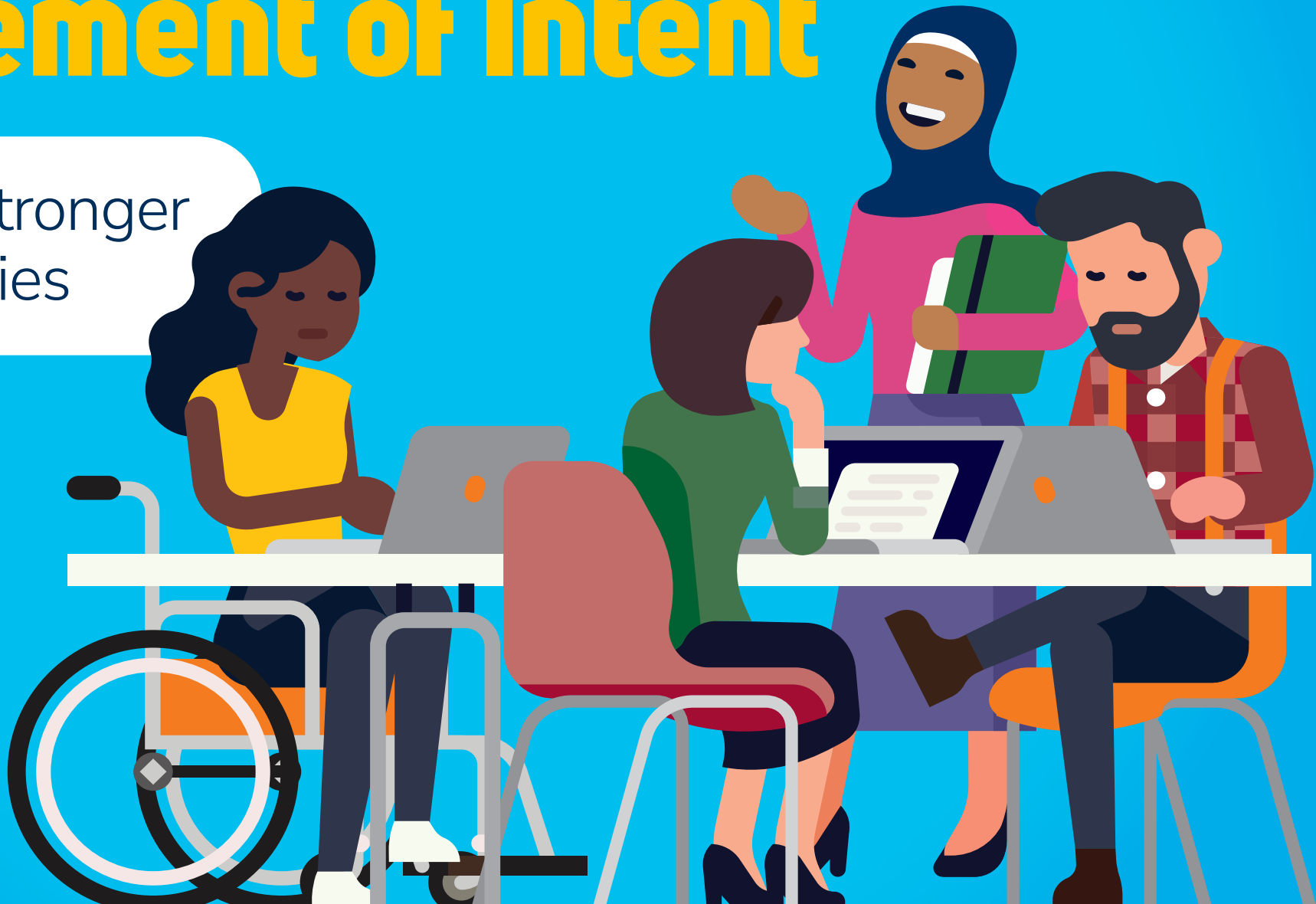


The Oasis People Statement of Intent

Building stronger
communities



Our vision

Our vision is for community – a place where everyone is included, making a contribution and reaching their God-given potential.





Our People Statement of Intent

Over the last forty years Oasis has built a movement and a culture founded by our people built on our relationships, vision, and ethos.

Our People Statement of Intent was created by listening to volunteers across our movement. It sets out the aspiration we have for our people and establishes what it means to be part of Oasis.



Our People

Based on our organisational vision and values, and supplemented by feedback from our people, we recognise that:

- Everyone in Oasis is precious and worthy of respect.
- Everyone has immense capacity and power to make a difference in our communities and the world around us.
- Everyone is made for transformation and growth, and we are all discovering more about ourselves all the time.
- We thrive when we live our lives in the light of a story of hope and justice, drawing on something bigger and beyond just us.





- We are made for relationship and community, and our diversity brings us joy and makes us all more complete.
- We are stronger together, and we stand alongside each other through the good times and the tough times.
- We celebrate the things that go well, and recognise that sometimes we may need to apologise and put things right.
- We really value combining action and reflection, action to make a difference and reflection to do things better next time.

Our People Priorities

To support
our movement
and grow our
culture we have
the following
5 priorities

Growing our culture



Developing people



Our movement



Wellbeing



Employment

Our movement



As part of Oasis, you are part of a **movement** that is seeking to change the world.

You will have opportunities to delve into how your role contributes to achieving the Oasis vision and mission.

This means that:

- You will be able to help us to communicate across the whole movement, sharing your stories and hearing those of others from across Oasis.
- You can experience the whole Oasis family, and every year you will be able to spend a day in a different part of Oasis – your Oasis Day.
- We want to learn and be inspired together, and so you will be able to join the Oasis Hour online each month – hearing from renowned and inspiring speakers.
- Together we will influence and change the system, and you will be able to shape, join and contribute to Oasis campaigns.



To have more opportunities to collaborate with colleagues across Oasis...



...and the chance to visit different parts of the organisation.



To use our profile to keep trying to change the system for the better.

Growing our culture

As part
of Oasis, we all have
opportunities to grow our
shared culture and engage
in our journey of personal
development.



This means that:

- Relationships are transformational and enable our communities to thrive, and so we will intentionally design systems and processes to foster a culture of trust, safety, responsibility, and respect.
- We care about equality, diversity, and inclusion. We actively work to increase the diversity of our teams, including our leadership teams, and report back to everyone on progress.
- We will create listening and learning spaces. We will ask for your views and use these to drive us forward. You can join networks and forums to shape the future of Oasis.
- We will ensure excellence in the work we do. You will experience employment, recruitment and volunteering processes that are transparent, fair and begin with our values and ethos.
- We work restoratively. You will have opportunities to reflect on your community relationships and be equipped to live out our culture.



Developing people

...and be able
to encourage the
development of
those around you.

As part of Oasis,
you will experience
interest in all aspects
of your individual
development...



This means that:

- We value line management and an annual development cycle that is an investment in you and characterised by the Oasis Ethos.
- We care about staff development, training, and career pathways so you can develop your skills and experience.
- We will create spaces for reflective practice so we develop a deeper understanding of our own behaviours and that of others in our community.
- Our new and future leaders will receive training on how they can support and empower everyone, and thereby we will grow the Oasis culture and enable our staff and volunteers.



Wellbeing

As part
of Oasis, we
experience a sense
of wholeness...

...and
wellbeing
together and
as such we will
take good care of
ourselves, and
model this to
others.



This means that:

- We value and champion healthy and safe working practices that support your mental and physical health.
- Everyone recognises the shared responsibility we have for maintaining high standards of health and safety.
- We value wellbeing and care, and you will be asked regularly how you are and know that your feedback will be taken seriously. Our leadership will focus on wellbeing support, training, and best practice.

An illustration of a smiling man with a beard, wearing a light-colored shirt, holding a large white sign with orange text. The sign is held up by two orange straps. The background is a solid blue color.

**To celebrate
achievements across
the organisation and
recognise everyone's
contribution.**

Employment


We share your passion about our work, and how we inspire one another to do our best.

You will experience opportunity, support, and accountability as part of your role.



This means that:

- You are valued and will receive a reward and benefits package.
- We are a Real Living Wage employer, and look at opportunities to work flexibly.
- Everyone will have a great induction, with tailored support whatever your new role.
- You will experience high quality recruitment practices, driven by our values and ethos as we create an increasingly diverse and inclusive movement.

An illustration of three diverse people smiling and holding signs. A man with a beard and a plaid shirt is on the right, holding a sign. Two women are in the foreground, one with dark hair and one with dark hair in a bun, both holding signs. The background is a solid blue color.

A more structured induction process that welcomes staff and gives them a sense of belonging from the start...

A clear, competitive and comprehensive employee benefits package.

...and role specific inductions to complement the Oasis induction.

We are One Oasis

