

TITLE

WADHURST PCC EQUAL OPPORTUNITIES POLICY

PURPOSE

The policy's purpose is to ensure no employee or volunteer, church member or service user is discriminated against either directly or indirectly, on the grounds of race, colour, ethnic or national origin, religious belief, political opinion or affiliation, gender, marital status, sexual orientation, gender reassignment, age or disability.

CONTENTS

This policy covers the following areas:

- Our principles
- Our practices
- Training and monitoring
- Reporting

1. Our Principles

- We believe that all people are created equal in the sight of God, and we seek to promote all our activities in ways which recognise and encourage that principle.
- We recognise that discrimination is unacceptable and have made the decision to adopt a formal equal opportunities policy.
- We are committed to encouraging equality, diversity and inclusion among our workforce and volunteer base, and to eliminating unlawful discrimination, so that each person feels respected and able to give their best.
- We are also against unlawful discrimination of church members, beneficiaries of our services or the wider community in which we serve.

Notwithstanding the above, it may be a requirement for some paid and volunteer roles within the Church that the applicant be a practising Christian, under the “occupational requirement” regulations of the Equality Act.

2. Our Practices

This policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

We will ensure that the policy is made available for all employees and volunteers and made known to all applicants for employment.

Everyone who is part of the church has individual responsibility under this policy to ensure that the service they deliver and their behaviour towards other staff, volunteers, church members, and all those with whom they come into contact in the course of their duties, is both fair and lawful, irrespective of the position held by them.

Everyone who is part of the Church should ensure that the language they use, the behaviour they adopt, and the working environment they create is non-threatening and non-discriminatory, preserving dignity and respect for all, regardless of race, religion, sex, sexuality, marital status, age, employment status, political persuasion, mental or physical health, or criminal convictions.

All promotion will be in line with this policy.

Breaches of the policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

3. Training and Monitoring

Staff and volunteers will receive training in the application of this policy to ensure that they are aware of its contents and provisions.

We will review the employment records of employees and volunteers in order to monitor the progress of this policy.

The results of any monitoring will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary, to adjusting this policy to afford greater equality of opportunities to all job applicants and volunteers.

4. Reporting

Anyone who has concerns regarding the implementation of this policy, or who suspects a breach has taken place should report it in writing in the first instance to the Incumbent (wadhurstvicar@gmail.com).