

LANGHAM WITH BOXTED PAROCHIAL CHURCH COUNCIL

EQUAL OPPORTUNITIES POLICY

We believe that it is a fundamental Christian belief that all human beings are created in the image of God, that all are valued equally by Him and share equally in His love. We believe that God longs for our well-being and fulfilment, and that we are all equally responsible to Him for the way in which we treat each other.

In the light of these beliefs and in recognition of our Lord's command that we should love our neighbours as ourselves, we declare our conviction that unfair discrimination between people is an affront to the purposes of God and is morally indefensible.

We recognise that Britain is a pluralistic society - diverse in race, culture, creed and interests. We are aware that individuals and groups of people are sometimes unfairly discriminated against both directly and indirectly and we welcome government legislation which aims to address this issue.

We therefore declare that it is our intention to ensure that the services and benefits of our church are equally available to our employees, volunteers or persons attending any of our events. We will aim to ensure that no-one is disadvantaged in any matter by conditions or requirements that cannot be shown to be justifiable.

When recruiting staff or volunteers we will ensure that there is no discrimination on grounds of race, colour, nationality, ethnicity, disability, age, gender, orientation or married or single status, where any of these cannot be shown to be a requirement of the job or office concerned. Given that we are part of the Church of England, it may sometimes be appropriate for us to take account of a candidate's religious affiliation when making an appointment. In such cases a Genuine Occupational Requirement will be specified in the job description and the advertising in accordance with the Equality Act 2010.

We welcome persons with disabilities and are committed to making all reasonable adjustments to ensure that our church buildings are accessible to them so that they are fully able to participate in our services and other activities.

It is also our intention to take positive action to ensure equality of opportunity and of treatment on the matters specified above throughout our sphere of influence, in so far as it lies within our power.

We look to all our staff, volunteers and church members to abide by and to promote this policy. Any grievance, or any other matter relating to it, should be taken up, in the first instance, with the Priest in Charge or a Church Warden.

Signed



Date 5/9/22

Review Date: September 2024