



St John the Baptist Church Kingston Bagpuize with Southmoor

Ref. SJB - P5

Equal Opportunities Policy

Policy Document

The St John the Baptist Church acting through the Parochial Church Council (PCC) celebrates and welcomes rather than tolerates diversity in our organisation and in society as a whole. Thus it is therefore committed to proactive equal opportunities and welcomes all people, with a positive view of age, caring responsibilities, gender, disability, racial/ethnic origin, religion, HIV status or other health-related reason, sexual orientation or socio-economic background, as Employees, Committee Members and Volunteers.

However where there is a genuine occupational reason for a specific post it may require the postholder to be a practising Christian of a recognised denomination.

All staff, committee members and volunteers must understand and express sympathy with the Christian ethos of the Church and do nothing that would be seen to undermine it.

- The St John the Baptist Church will not tolerate any breaches of this Policy and will endeavour to ensure that all its activities and other policies are in accordance with this policy.
- The St John the Baptist Church recognises and accepts its obligations under current discrimination legislation.
- The St John the Baptist Church accepts that there is a need to understand what discrimination is, admit it exists and be able to recognise it in all its forms. It accepts that it is possible for individuals, policies and structures to be unintentionally discriminatory or offensive and accepts that such attitudes and structures must be challenged.
- The St John the Baptist Church will proactively promote an environment that treats all people with dignity and respect and provides equality of opportunity to people of any gender, age, religious beliefs, caring responsibilities, racial/ethnic origins, disability, sexual orientation or socio-economic status. The St John the Baptist Church expects its employees and volunteers to be sensitive to its Christian basis.

Author
Reviewer

Susan Green
Julie Carpenter

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- The St John the Baptist Church aims to nurture an environment of equality of opportunity in employment. Interviews for employment and voluntary work will take place in accordance with Equal Opportunities.
- In order to make physical environments and services accessible to all, the St John the Baptist Church will strive to make relevant adaptations and provide appropriate resources.
- The St John the Baptist Church aims to ensure that all its staff and volunteers understand and are committed to the promotion of Equal Opportunities from the time of appointment. The St John the Baptist Church will ensure employees understand their responsibilities under legislation and government guidelines, by providing ongoing training and development opportunities.
- The St John the Baptist Church undertakes to be an Equal Opportunities employer
- The St John the Baptist Church recognises the need to have support mechanisms for those who have been or may be subjected to discrimination or harassment and will endeavour to provide such services.
- The St John the Baptist Church will avoid entering into contracts, partnerships or agreements with individuals, groups or organisations when it is aware that any of their policies or practices contravenes the Equal Opportunities policy of the project.

Responsibilities of the project

The St John the Baptist Church accepts responsibility under legislation for the actions of employees and responsibility for any practices, policies or procedures that may be found to be unintentionally discriminatory and will strive to ensure that this is eradicated. It welcomes the input of staff, volunteers and committee members.

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