

## **St Andrew's Church – Equal Opportunities Policy**

St Andrew's Church celebrates and welcomes 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 post holder to be a practising Christian of a recognised denomination. All staff must understand and express sympathy with the Christian ethos of the Board and do nothing that would be seen to undermine it.

- St Andrew's Church will not tolerate any breaches of this Policy and will endeavor to ensure that all its activities and other policies are in accordance with this policy.
- St Andrew's Church recognises and accepts its obligations under current discrimination legislation.
- St Andrew's Church accepts that there is a need to understand what discrimination is and admit it exists. 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.
- St Andrew's 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. St Andrew's Church expects its employees and volunteers to be sensitive to its Christian basis.
- St Andrew's 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. Internal and external job applications and appointments and staff retention will be monitored.
- In order to make physical environments and services accessible to all, St Andrew's Church will strive to make relevant adaptations and provide appropriate resources.

- St Andrew's 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. St Andrew's Church will ensure employees understand their responsibilities under legislation and government guidelines.
- St Andrew's 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.

Any breach will be dealt with through St Andrew's Church Disciplinary Procedure. If an employee feels that they have been discriminated against, they should raise the matter through the Dignity at Work – Bullying and Harassment Policy.