



WHITEFRIARS CHURCH, RUSHDEN

Parochial Church Council

EQUALITY AND INCLUSION POLICY STATEMENT

***There is neither Jew nor Greek, slave nor free, male nor female,
for you are all one in Christ Jesus. (Galatians 3:28)***

Whitefriars Church is committed to ensuring that all individuals and groups are treated fairly and valued equally. Whitefriars Church will be governed by this commitment in dealings with its own clergy, licensed lay-workers, employees, volunteers, worshippers and all with whom it has contacts or dealings.

Good Practice

Whitefriars Church will, in its implementation of this policy, do its best to follow good professional practice as laid down in legislation, the associated Codes of Practice, and advice offered by the Equality and Human Rights Commission (which took over from the Commission for Racial Equality, the Equal Opportunities Commission and the Disability Rights Commission as a result of the Equality Act 2006).

Fair and Equal Treatment

Whitefriars Church will oppose all unlawful or unjust direct and indirect discrimination against individuals and groups. In the recruitment of lay or ordained office-holders, employees and volunteers, and in the provision of training and ministry, it will act fairly and objectively without imposing irrelevant conditions.

Fair and Equal Regard

Whitefriars Church will treat all individuals and groups with equal respect for their human rights, dignity and the proper consideration of their needs. Whitefriars Church will take all reasonable, practical measures that may be needed to provide individuals or groups with equal opportunities to gain access to its worship, its ministry and to its services. Selection criteria and procedures for employment, both paid and voluntary, will be relevant, open, objective and applied equally and fairly to all.

Fair and Equal Treatment and Regard of paid staff

We are committed to promoting equality of opportunity for all staff and job applicants. We aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. The principles of non-discrimination and equality of opportunity also apply to the way in which staff treat visitors and former staff members.

All staff have a duty to act in accordance with this policy and treat colleagues with dignity at all times, and not to discriminate against or harass other members of staff, regardless of their status

This policy applies to all aspects of our relationship with staff and to relations between staff members at all levels. This includes job advertisements, recruitment and selection, training and development, opportunities for promotion, conditions of service, pay and benefits, conduct at work, disciplinary and grievance procedures, and termination of employment.

Conditions and Genuine Occupational Requirements

Whitefriars Church serves and represents the Church of England. When Whitefriars Church's legal, moral and spiritual obligations make it necessary, a particular condition or genuine occupational requirement may need to be imposed. When this is done, any condition or requirement will be clearly stated, explained and applied fairly and equally to all concerned.

Implementation and Review

Whitefriars Church will ensure that its Equality and Inclusion Policy is being implemented, monitored and regularly reviewed. It will issue procedures and advice to support equality and inclusion in all that it does; to improve access to services, employment, office-holding, ministry, training and voluntary. This policy statement will be reviewed every 3 years.

This Policy was amended from the diocesan policy and approved by the PCC on 21st November 2016.

Signed: _____

Office: _____

This Policy will be reviewed again by November 2019.