

EQUAL OPPORTUNITIES POLICY

All Souls Parish Church Harlesden

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

Statement of Intent

Jesus, in His life and ministry, embraced equal opportunities and rejected discrimination. This Policy has been adopted to follow Christ's example and to comply with our moral and legal responsibility ([Equality Act 2010](#)) to promote equality of opportunity in all our work and activities.

This Policy aims to ensure that the following matters are considered / available to all in an equitable way, without discrimination, and without anyone being disadvantaged by conditions or requirements that cannot be shown to be justifiable:

- Recruitment and selection
- Training and consideration for promotion
- Treatment in employment within our church, for both those who are paid and voluntary
- Access to membership of our councils, committees and other groups
- Access to benefits, facilities, and the services we provide

All Souls Parish Church is committed to promoting equal opportunities in employment, and all employees, workers and job applicants will receive equal treatment regardless of race, colour, nationality, ethnicity, disability, age, gender, sexual orientation, marital status, religious or political affiliation, lay or ordained status, or any other matter which cannot be shown to be a requirement of the job or office concerned. However, to ensure the centrality of Christ in our teachings and actions, there will be circumstances justifying different treatment which is not immoral or unlawful, and the church council affirms its right to appoint people who have chosen a Christian faith commitment (and are living this out in a way commensurate with the understanding of the Parish) to positions where the nature of the post makes this appropriate.

Code of Practice

Describes what we will do to implement the statement of intent

The Parochial Church Council (PCC) is responsible for implementing and operating equal opportunities in the administration and activities of All Souls Parish Church. However, all staff, volunteers and church community members have a duty to do everything they can to ensure that the Policy operates in practice. The PCC will bring to the attention of all members, staff, and volunteers the Policy's provisions and provide the necessary training to ensure the effective implementation of the Policy.

The PCC will review this Policy annually to ensure effective implementation. Anyone connected with the Parish, for example, as an employee, volunteer, service user, or customer, who considers that they are suffering from unequal treatment on any grounds may use this Policy to bring it to the PCC's attention for consideration and remedy. This process can be initiated by contacting the Vicar or one of the churchwardens.

Part-time and fixed-term employees will be treated the same as comparable full-time or permanent employees and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate), unless different treatment is justified.

The Parish will take positive measures to combat unlawful discrimination (direct or indirect) against any employee, worker, volunteer, or against any user of any service we offer. In practice, this will mean that we will:

- Take steps to ensure that our parish buildings are accessible and usable by all.
- Seek to encourage those sections of our community who are under-represented to participate fully in parish life.
- Ensure particular care is taken to deal with any complaints of discrimination properly.
- Ensure entry to employment, promotion, or change of post is determined by personal merit and ability relevant to the purposes of the Parish.
- Aim to ensure that people with disabilities are given equal employment opportunities. In doing so, it will fully consider reasonable adjustments to working practices, equipment and premises to ensure that a disabled person is not put at a substantial disadvantage due to their disability. In addition, if staff members become disabled during their employment, every effort will be made through reasonable adjustment, retraining or redeployment to enable them to remain in the employment of the Parish.
- Work to ensure that no individual or organisation is connected with church activities, which hinders the positive implementation of this Policy. Any form of unlawful discrimination is strictly unacceptable.

Any employee may complain about discriminatory conduct using the Church of England grievance procedures. However, they should try to resolve the matter informally and through the PCC in the first instance. No individual will be penalised for raising a grievance unless it is proved to be untrue and made in bad faith, in which case it will be treated as misconduct and dealt with under Disciplinary Procedure.

This Policy does not form part of any employee's contract of employment, and we may amend it at any time. The PCC affirms its right regarding parish buildings to only allow their use in a way that is consistent with trust deeds and user policy.

Code of Conduct

Statement-making expectations clear

During parish activities, such as those taking place within All Souls Parish Church or other parish premises, members of the church community will seek to uphold their Christian values, and everyone will be expected to:

- Treat people with dignity and respect, regardless of race, nationality, gender, sexual orientation, disability, religion or age.
- Value and respect the feelings of others. Language or humour that people find offensive will not be used or terminology deemed derogatory.
- Not harass, abuse, exclude or intimidate anyone on the grounds of their race, gender, age, nationality, disability, religion or sexual orientation.

This Policy was last discussed and approved by the Parochial Church Council (PCC) on 11th September 2024

Signed: *Revd Dr Adam Dobrzynski*