

# ALL SAINTS HIGHERTOWN, TRURO

## Parish Policy for Equal Opportunities

### Outline

The Parochial Church Council of the Parish of All Saints Highertown and Baldhu wholeheartedly supports the principle of equality of opportunity in employment and aims to ensure that:

- recruitment, selection, training, and treatment at work for those who
- are employed in a paid or voluntary capacity within our organisation,
- access to membership of our council, committees and other groups
- access to benefits, facilities and services we provide

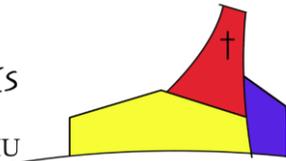
are available to all without discrimination and that no-one is disadvantaged in any of these matters by conditions or requirements that cannot be shown to be justifiable. It is recognised that there are currently some differences in conditions surrounding service between those who are lay or ordained, and also that some lay posts may nevertheless give rise to a genuine occupational requirement that the post-holder has a commitment to the Christian faith. However, the PCC will work to ensure that there is no discrimination on grounds of race, colour, nationality – including citizenship – or ethnic or national origins, disability, age, gender, sexual orientation, marital status, religious or political affiliation, lay or ordained status, or any other respect which cannot be shown to be a necessary requirement of the job or office concerned.

### Statement of Policy

The Parochial Church Council of the Parish of All Saints Highertown and Baldhu aims to be an equal opportunities employer and undertakes to apply objective criteria to assess merit. It aims to ensure that no job applicant, employee or appointed volunteer receives less favourable treatment on the grounds of race, colour, national or ethnic origins, sex, sexual orientation or perceived sexuality, marital status, disability, “spent convictions” of ex-offenders, class, age, politics, religion or belief.

Selection criteria and procedure will be reviewed to ensure that individuals are selected and treated on the basis of their relevant merits and abilities.

It is the intention of the PCC that no individual or organisation connected with its activities shall hinder the positive implementation of this policy. Any form of discrimination, other than where legally allowed within the Employment Equality (Religion or Belief) Regulations 2003, is unacceptable to the PCC.



## Recruitment

As an employer, The PCC will ensure that no job applicant or staff member (whether paid or voluntary) receives less favourable treatment on the grounds of sex, marital status, race, colour, nationality, ethnic origin, disability, age or sexual orientation.

The PCC aims to ensure that people with disabilities are given equal opportunity to enter employment. In doing so, it will fully consider reasonable adjustments to working practices, equipment and premises to ensure that a person with a disability is not put at a substantial disadvantage due to their disability. In addition, when staff members acquire a disability in the course of their employment, every effort will be made through reasonable adjustment, retraining or redeployment to enable them to remain in the employment of The PCC.

As a church seeking to deliver services within a Christian context, there are some paid posts which can only be filled by Christians:

- Children, youth and families workers
- Verger
- Worship Leader
- Parish Administrator

The nature of these posts or the context in which they are carried out, and their link to the ethos of the organisation, give rise to a genuine occupational requirement (GOR) for the post-holders to be Christians. All staff in these posts are required to demonstrate a clear, personal commitment to the Christian faith.

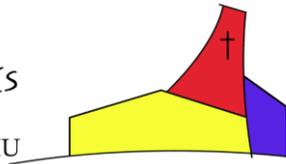
The PCC will ensure that job descriptions, person specifications and application forms reflect the requirements for the job and make clear if there is a GOR for the employee to be a Christian.

As an organization using the DBS to assess applicants' suitability for positions of trust, The PCC undertakes to comply fully with our Safer Recruitment Policy and Safeguarding Policies to treat all applicants for positions fairly. We undertake to discuss any matter revealed in a disclosure with the person seeking a position before withdrawing a conditional offer of employment. Having a criminal record will not necessarily bar an applicant from being successful; this will depend on the nature of the position and the circumstances and background of the offences.

## Services, Events & Activities

In offering services, activities and facilities to the community the Church will:-

- Make every effort to make reasonable adjustments so that they are accessible and provided fairly to all people who seek to participate and are in accordance with Church of England guidelines.
- Make sure that all service users are treated with dignity and respect and will not have their status undermined.



- Make sure that any degrading behaviour, bullying or harassment is challenged and treated seriously. If a matter cannot be resolved informally, the PCC will operate a Complaints Procedure (Whistleblowing policy) to deal with the matter.
- Make sure that the Complaints Procedure (Whistleblowing Policy) is easy to use and that we respond to complaints efficiently and promptly.

## Implementation

It is the responsibility of the PCC to monitor effectiveness and to regularly review and develop this Policy.

Each employee and volunteer is responsible for their own compliance with this policy. Where necessary appropriate training and guidance will be facilitated to support compliance with the Policy. Any employee may refer to the Whistleblowing Policy to complain about discriminatory conduct. Any complaints will be fully investigated.

Any discrimination or harassment proven to have taken place will be regarded as misconduct for the purposes of disciplinary procedures.

Signed .....  
Chair of the PCC

Dated .....13<sup>th</sup> March 2019

Signed .....  
Safeguarding Coordinator

Dated .....

Revised and approved by the Parochial Church Council on 13<sup>th</sup> March 2019