

**Equal Opportunities Policy**

**Approved by Directors:**

**Dec 2021**

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# Theological Basis

Churchcentral (CC)believes, in line with the teaching of the Bible, that:

* All people are created in God’s image and are equally loved by God.
* In his ministry Jesus demonstrated God’s love by his openness to all people, particularly those who were marginalised.
* In the power of the Holy Spirit, the mandate of the local church is to show the same openness to all people in our own society.

# Statement of Policy

* 1. All employees are required to familiarise themselves with the following policy and conduct themselves in compliance with CCsPolicy of Equal Opportunities with regards to the services it provides in accordance with:
  + Equality Act 2010
  + Subsequent amendments to this
  + The policies are in accordance with the Commission for Racial Equality Code of Practice

* 1. CC is committed to the equitable treatment of all human beings regardless of a protected characteristic, namely theirage, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
  2. CC is firmly opposed to any form of discrimination which can be shown to be either directly or indirectly related to a person’s identity, values or beliefs, and positively encourages the fair treatment of all individuals. CC will not tolerate, and will investigate any report of the following:
* Direct discrimination. This means treating one person worse than another person because of a protected characteristic.
* Indirect discrimination. This means when there is a practice, policy or rule; which applies to everyone in the same way; but it has a worse effect on some groups because of their characteristics than others.
* Harassment. This is when someone engages in unwanted conduct related to a relevant protected characteristic, and the conduct has the purpose or effect of violating the persons dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
* Victimisation. This means someone is treated badly because they complain about discrimination or help someone who has been discriminated against
  1. CCaccepts responsibility, in all services provided to the public:
* Not to give less favourable treatment to anyone on the grounds of any protected characteristic.
* To make it possible for all who wish to join in the public worship of God to feel welcome to do so regardless of any protected characteristic.

1. **As an employer:** 
   * CC reserves the right to employ only those persons deemed suitable by the Trustees of ChurchcentralCharitable Trust with regards to their personal beliefs and values. CCfinds it necessary to employ only those persons whose personal beliefs and values are compatible with the values of ChurchcentralCharitable Trust.
   * CCaccepts the responsibility to ensure that at all stages of recruitment and selection for employment every applicant receives equal opportunity regardless of any protected characteristic, except where a Genuine Occupational Requirement is applied to the post having regard to the ethos of the Church and the nature of the employment or the context in which it is carried out.
   * CC accepts the responsibility to ensure that all for employees pay and conditions, promotion and access to training are solely on the basis of job requirements and the individual’s ability for that work.
2. CCis working towards the successful implementation of this policy through the raising of staff awareness, through on-going staff training and the monitoring of both the service it provides and the availability of these services to the potential service users.