



## ALL SAINTS' CHURCH COTTENHAM

### Equalities Policy Statement

#### Statement of Intent

##### Introduction

All Saints' Church, Cottenham believes that all people are created in God's image and are loved by God. In his ministry Jesus showed God's love by his openness to all people, including those who were marginalised in his day. This church affirms its commitment to show the same openness to all people in today's world. It intends in spirit and in deed to promote equality of opportunity and diversity in all spheres of its activity and is committed to behaving as an equal opportunity organisation, within the bounds of relevant applicable church law.

It acknowledges that people are called to be diverse and lively, inclusive and flexible through the sharing of the gospel.

- (a) We will nurture inclusive communities where all will be treated with dignity, respect and fairness.
- (b) We will value the distinctive contribution of diverse cultures in our society generally, and in our worshipping community in particular.
- (c) We are committed to social justice and will resolutely oppose discrimination within our church and in wider society.

##### Discrimination

- (d) We recognise that discrimination can occur on many grounds including, but not limited to, those recognised in law, i.e. age, gender, gender reassignment, skin colour, race, ethnic origin, nationality, religion or belief, disability, sexual orientation, child or domestic care arrangements, pregnancy and maternity arrangements, marital or civil partnership status.
- (e) We recognise that discrimination can be either:
  - Direct discrimination - where a person is treated less favourably for a reason unconnected with their ability

- Indirect discrimination - when a condition, rule, policy or practice applies to everyone but disadvantages a particular group of people.

**Perceptive** - where discrimination occurs against someone because the discriminator thinks the person is of a particular racial group or sexual orientation, etc., even if they are not.

**Associative** - This type of discrimination can occur against someone because they have an association with someone who is of a particular sexual orientation or racial group etc.

We recognise that promoting equality of opportunity is not simply a matter of treating everyone the same. In some cases more favourable treatment for an under-represented group might be necessary in order to redress an inequality of opportunity.

### **Equal opportunities in church life**

- (a) We will promote respect for other people and we will treat everyone fairly.
- (b) We will encourage the use of inclusive language and images in our conversations, worship, literature and publicity.
- (c) We will challenge any discriminatory attitudes and actions of members of our congregation and take steps to bring them to an end.
- (d) We will seek to address the inequalities of opportunity faced by people in under-represented groups. We will identify and remove barriers to participation in all aspects of church life, including employment (both paid and voluntary roles), training, promotion, leadership and representation on church committees.
- (e) We will challenge all forms of harassment, bullying or victimisation within the church and take steps to bring it to an end. Harassment consists of words or actions which are unwelcome, unwanted and offensive to the person receiving them and which create an atmosphere of intimidation, hostility or humiliation for that person. Such behaviour can include embarrassing or offensive jokes, unwelcome physical contact or sexual advances, the expression of racist or homophobic views, lewd comments etc.
- (f) We will ensure that this policy is known by the congregation and that staff and volunteers understand their responsibilities for implementing this policy. To this end, we will regularly offer education and training in the principles and practice of this equalities policy.

## **Equal opportunities in provision of services**

In this context, 'services' does not refer simply to acts of worship, but to the whole range of services a church might offer, including: children's activities; toddler groups; cafes, lunch clubs, or coffee mornings; other events; etc.

Within the bounds of the law (relating specifically to same sex marriage), we are committed to providing services on a fair and equitable basis, regardless of age, gender, gender reassignment, skin colour, race, ethnic origin, nationality, religion or belief, disability, sexual orientation, child or domestic care arrangements, pregnancy and maternity arrangements, marital or civil partnership status. No person requiring services from this church will be treated less favourably than any other person.

We will take reasonable steps to alter or remove features of our premises which make it impossible or unreasonably difficult for people with a disability to make use of the facilities that the Church provides.

## **Equal opportunities in recruitment of paid staff and volunteers**

In employment, this church actively seeks to recruit the right mix of talent, skills and potential, promoting equality for all, and welcomes applications from a wide range of candidates. We select all candidates for interview based on their skills, qualifications, experience and commitment to our values and purposes.

As an organisation seeking to deliver services within a Christian context, some posts can only be filled by Christians. 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 'protected characteristic' (or 'genuine occupational requirement') for the post-holders to be Christians. Relevant responsibilities include senior leadership or management of a Christian organisation; teaching or promoting the Christian faith; evangelism; leading or participating in worship, prayer or bible-study. All staff in these posts (paid or unpaid) may be required to demonstrate a clear personal commitment to the Christian faith. A list of such posts is kept by the Rector and kept under regular review. (This policy is in accordance with Employment and Race Directives issued by the government and ACAS guidance.)

## **Equal opportunities in assessing information about criminal records**

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, this church undertakes to comply fully with the DBS Code of Practice and to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of disclosure on the basis of conviction or other information revealed.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, all application forms, job adverts and recruitment briefs will contain a statement that a Disclosure will be requested in the event of the individual being offered a position.

Where a Disclosure is to form part of a recruitment process, we encourage all applicants called for interview to provide details of any criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover to the recruiter within the organisation and we guarantee that this information will only be seen by those who need to see it as part of a recruitment process.

Unless the nature of the position allows (church/organisation) to ask questions about someone's entire criminal record, we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974 and in accordance with The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

<http://www.legislation.gov.uk/ukxi/2013/1198>

We ensure that all those in the organisation who are involved in the recruitment process have been suitably trained to identify and assess the relevance of circumstances or offences. We will also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders e.g. the Rehabilitation of Offenders Act 1974.

At interview, or in separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is relevant to the position sought could lead to withdrawal of an offer of employment or voluntary work. We make every subject of a DBS Disclosure aware of the existence of the DBS Code of Practice<sup>1</sup> and make a copy available on request.

<https://www.gov.uk/disclosure-barring-service-check/overview>

The Rector and the Diocesan Safeguarding Officer will 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 someone from working with the church. It will depend on the nature of the position and the circumstances and background of the offences with due consideration given to our responsibilities to protect children and vulnerable people.

### **Monitoring of equal opportunities within the church**

The Leadership Team and Parochial Church Council of All Saints Church Cottenham will monitor the implementation of this policy. It will be displayed in the church building and on the church website, together with a notice advising people of the contact names and addresses of the people to whom they should make any complaints - or to whom they should give compliments.

This policy is reviewed and updated annually by the Rector/Priest in Charge and endorsed by the Parochial Church Council.

Signed:   
Dated: 5<sup>th</sup> Feb 2018

Position in the church: Priest-in-Charge

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