



Policy Statement on Equal Opportunities & Diversity
Parish of Holy Trinity with St Columba, Fareham



1. The Parish is committed to social justice and actively opposes any discrimination. We believe that all people are created equal in the sight of God and that all people should therefore be treated equally. It is for this reason that the Parish is a member of the Inclusive Church Network
2. The Parochial Church Council (PCC) is committed to equal opportunities for everyone involved at the churches of Holy Trinity and St Columba whether in worship, employed or in voluntary work.
3. They are committed to ensuring that no job applicant or employee/volunteer will receive less favourable treatment on the grounds of any of the nine Protected Characteristics as defined in the Equality Act 2010: age, being married or in a civil partnership, being pregnant or on maternity leave, disability, gender reassignment, race, including colour, nationality ethnic or national origin, religion or belief, sex or sexual orientation.
4. Recruitment to a role within the parish, internal promotion or change of role will be determined solely on the basis of personal merit and ability to deliver the outcomes required of the post. All current employees/volunteers are free to apply for advertised posts without prejudice to their existing role.
5. Our parish is committed to building Jesus' model of the Kingdom of God on Earth. All those who occupy roles in the parish must therefore be willing to work in accordance with Christian principles and the values of the parish (as required by the Person Specification for all posts).
6. All employees/volunteers are personally responsible for the practical application of this policy by, for example, maintaining acceptable standards of personal behaviour towards both colleagues and church members.
7. Clergy and line managers have a special responsibility for the practical application of the policy in regard to the recruitment, selection, promotion and training of employees/volunteers.
8. If anyone believes that they may have been unfairly discriminated against, they should consider using the PCC's grievance procedure (see Staff Handbook). In the case of any doubt or concern about the application of this policy, they should consult their Line Manager or, if the matter concerns the manager, they should speak to the Rector.
9. Disciplinary action will be taken against any employee who is found to have committed an act of unlawful discrimination. Serious breaches of the equal opportunities policy will be treated as gross misconduct, as will sexual or racial harassment.

Agreed and paper copy signed August 2021