



EQUALITY AND DIVERSITY POLICY

1. About this policy

This policy sets out our arrangements for ensuring we meet our responsibilities under equality legislation, including the Equality Act 2010 (EA 2010).

Church Society owes its existence to the gracious provision of the Lord Jesus Christ and relies upon prayer for its ongoing continuance, as evidenced by its Statement of Faith. In keeping with Schedule 9 of the EA 2010, being a practicing Christian is an objectively justifiable and reasonably necessary occupational requirement for all employees, as a fundamental part of each employee's role is to support Church Society's work through acts of individual and collective worship. Furthermore, as all staff are required to represent the Society at various events, the necessity to promote its Christian ethos makes the exclusive employment of Christians a proportionate means of achieving a legitimate aim.

2. Equitable Treatment of Applicants and Employees

Church Society will:

- 2.1 Provide equal opportunity to all who apply for vacancies through open competition and select candidates on the basis of their ability to carry out the job, using a clear and open process, subject to them being

Christian and accepting the Statement of Faith, and we follow the CofE Safer Recruitment policy.

- 2.2 Provide all employees with the training and development that they need to carry out their job effectively and base opportunity for promotion on the ability of the employee to carry out the job.
 - 2.3 Provide all reasonable assistance to employees who are, or who become disabled, making reasonable adjustments wherever possible to provide continued employment.
 - 2.4 Offer opportunities for flexible working patterns, wherever operationally feasible.
 - 2.5 Allow staff to pursue any matter through the internal procedures which they believe has exposed them to inequitable treatment within the scope of this policy. If you need to access these procedures they are outlined under our Grievance Procedure.
 - 2.6 Not tolerate acts that breach this policy and all such breaches or alleged breaches will be taken seriously, be fully investigated and may be subject to disciplinary action where appropriate.
 - 2.7 Ensure that all staff understand and maintain their responsibilities and those of their colleagues under this policy.
3. It is the responsibility of all staff in their daily actions, decisions and behaviour to endeavour to comply with all relevant legislation and to ensure that they do not discriminate against colleagues, supporters, contractors or any other person associated with the Society.