



## **Equal Opportunities Policy**

### **1. Statement of Equal Opportunities Employment Policy**

The Church is committed to the promotion of equality of opportunity in all fields of its activity in accordance with this Policy Statement.

### **2. Definitions**

2.1 'Personal Status' refers to sex, colour, race, nationality or ethnic or national origins, marital status, disability, age or religious belief.

2.2 'Discrimination' is where a person is treated less favourably than another not on the merits of the case but on grounds of 'Personal Status'

### **3. The Church's Policy Statement**

The Church is an equal opportunities employer and will seek to ensure that:

3.1 every applicant for a job and every employee shall be given equal opportunity whatever their Personal Status except in relation to religious belief where being a Christian or complying with a requirement related to religious belief is a genuine occupational requirement having regard to the ethos of the Church and the nature of the employment or the context in which it is carried out;

3.2 persons already employed will be made aware of the provisions of this policy;

3.3 the application of any recruitment, training and promotion policies will be solely on the basis of job requirements and the individual's ability and fitness for that work;

3.4 all persons responsible for the selection, management and promotion of employees will be given information and/or training to enable them to minimise the risk of discrimination;

3.5 appropriate training will be provided to enable employees to perform their jobs effectively;

3.6 encouragement is given to all employees to take advantage of opportunities for training;

3.7 age limits for entry to training are not such as unnecessarily to exclude certain groups of employees;

3.8 recruitment, literature and advertisements will not imply that there is a preference for one group of applicants as against another unless there is a genuine occupational requirement which will be clearly stated;

3.9 the most effective ways will be employed to bring job vacancies to the attention of potentially disadvantaged groups;

3.10 applicants for posts will be given clear, accurate and sufficient information through advertisement, job descriptions and interviews, to enable them to assess their own suitability for a post;



3.11 employment policies and procedures are kept under review, in appropriate cases by formal monitoring routines, to ensure that they do not operate against the church's Policy Statement;

3.12 where it appears that the church's Policy Statement is not being observed the circumstances will be investigated to see if there are any policies or criteria which exclude or discourage employees and, if so, whether these policies and criteria are justifiable;

3.13 appropriate action is taken where necessary to redress the effects of any action, policy or criteria which are found to have unjustifiably limited the observance of the church's Policy Statement;

3.14 particular care is taken to deal with any complaints of unlawful discrimination and harassment on the grounds of sex, race or disability, religion/belief or sexual orientation;

3.15 a criminal record is not in itself a bar to being appointed to any post. Only relevant offences will be taken into account when appointing to a post where a Criminal Records Bureau check is required.

## EQUAL OPPORTUNITIES CODE OF PRACTICE

### Serving People

1. No person joining the activities of Lowestoft Community Church (LCC) will be treated less favourably than any other person on the grounds of sex, colour, race, nationality or ethnic or national origins, marital status, disability, age or religious belief. Religious discrimination will be limited to our policies for employment of some paid employees and recruitment of volunteers as outlined below. In all other respects people of all faiths and no faith will not be treated any less favourably than any other person.

2. LCC encourages participation and membership in its groups and projects.

3. Group leaders are encouraged to involve members in decision making.

4. LCC encourages the young people in its programmes to take responsibility for those programmes and offers training where appropriate.

### Employment and Volunteer Roles

Some roles (paid and unpaid) carry with them a Genuine Occupational Requirement for an employee to be a professing, actively worshipping Christian who desires and is committed to live according to the LCC Vision and Values. In these cases the role makes it necessary for the employee/volunteer to promote the Vision and Values of the church and any specific objectives which arise from that statement.

Approved & adopted by L.C.C. Trustees;

	Approved	Reviewed	Reviewed	Reviewed
Date	July 2018	October 2022		
Signed				