



CAVERSHAM THAMESIDE AND MAPLEDURHAM

ST PETER | ST MARGARET | ST JOHN

Parochial Church Council Equal Opportunities Policy

The Parochial Church Council of the Parish of Caversham Thameside & Mapledurham (The PCC) celebrates and welcomes rather than tolerates diversity in our organisation and in society as a whole. It is therefore committed to proactive equal opportunities and welcomes all people, with a positive view of age, caring responsibilities, gender, relationship status, disability, racial/ethnic origin, religion, HIV status or other health-related condition, sexual orientation or socio-economic background, as Employees, Committee Members and Volunteers.

However where there is a genuine occupational reason for a specific post it may require the post holder to be a practising Christian of a recognised denomination.

All staff must understand and express sympathy with the Christian ethos of the Church of England and do nothing that would be seen to undermine it.

- The PCC will not tolerate any breaches of this Policy and will endeavour to ensure that all its activities and other policies are in accordance with this policy.
- The PCC recognises and accepts its obligations under current discrimination legislation.
- The PCC accepts that there is a need to understand what discrimination is, admit it exists and be able to recognise it in all its forms. It accepts that it is possible for individuals, policies and structures to be unintentionally discriminatory or offensive and accepts that such attitudes and structures must be challenged.
- The PCC will proactively promote an environment that treats all people with dignity and respect and provides equality of opportunity to people of any age, caring responsibilities, gender, relationship status, disability, racial/ethnic origin, religion, HIV status or other health-related condition, sexual orientation or socio-economic background.
- The PCC expects its employees and volunteers to be sensitive to its Christian basis.
- The PCC aims to nurture an environment of equality of opportunity in employment. Interviews for employment and voluntary work will take place in accordance with Equal Opportunities. Internal and external job applications and appointments and staff retention will be monitored.
- In order to make physical environments and services accessible to all, the PCC will strive to make relevant adaptations and provide appropriate resources.

- The PCC aims to ensure that all its staff and volunteers understand and are committed to the promotion of Equal Opportunities from the time of appointment. The PCC will ensure employees understand their responsibilities under legislation and government guidelines, by providing ongoing training and development opportunities.
- The PCC will undertake Equal Opportunities monitoring. This will assist in measuring the effectiveness of the Policy as well as identify training needs, gaps in service and review of practices.
- The PCC recognises the need to have support mechanisms for those who have been or may be subjected to discrimination or harassment and will endeavour to provide such services.
- The PCC will avoid entering into contracts, partnerships or agreements with individuals, groups or organisations when it is aware that any of their policies or practices contravenes the Equal Opportunities policy of the project.

Responsibilities

The PCC accepts responsibility under legislation for the actions of employees and responsibility for any practices, policies or procedures that may be found to be unintentionally discriminatory and will strive to ensure that such unintentional discrimination is eradicated. It welcomes the input of staff, volunteers, committee members and users to bring this to the attention of the PCC.

Approved by PCC	January 2019
Review date	2022