

PCC of All Saints' Weston with St. Mark's Shavington

Equal Opportunities Policy

1 Scope

This document defines the Equal Opportunities Policy to be adopted in the parish of All Saints' Weston with St. Mark's Shavington in the Diocese of Chester.

2 Issue Record

Issue 1: November 2022

Approved by PCC: 16 November 2022

3 Review

This policy shall be reviewed, revised if necessary and re-adopted annually by the PCC.

4 General

The Parochial Church Council (PCC) of All Saints' Weston with St Mark's Shavington celebrates and welcomes rather than tolerates diversity in our organisation and in society as a whole.

It is committed to proactive equal opportunities and welcomes all people, with a positive view of age, caring responsibilities, gender, disability, racial/ethnic origin, religion, HIV status or other health-related reason, sexual orientation or socio-economic background, as employees, PCC members and volunteers. However, where there is a genuine occupational reason for a specific post it may require the postholder to be a practising Christian of a recognised denomination.

5 PCC Responsibilities

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.

PCC of All Saints' Weston with St. Mark's Shavington

Equal Opportunities Policy

The PCC will proactively promote an environment that treats all people with dignity and respect and provides equality of opportunity to people of any gender, age, religious beliefs, caring responsibilities, racial/ethnic origins, disability, sexual orientation or socio-economic status. 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 recognising the provisions of this policy. 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 employees and volunteers understand and are committed to the promotion of Equal Opportunities from the time of appointment.

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 this policy.

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

The PCC will undertake Equal Opportunities monitoring as part of its' annual review. This will assist in measuring the effectiveness of this Policy as well as identify training needs, gaps in service and review of practices.