



## Equal Opportunities Policy

### 1. Scope

This policy applies to all members of Walsgrave Baptist Church's (WBC'S) staff and volunteers.

### 2. Context

WBC recognises the value of equal opportunities and this policy and statement [7] reflects both the mission and purpose of WBC, and the spirit and intentions of legislation which outlaws discrimination. *“There is neither Jew nor Greek, slave nor free, male nor female, for you are all one in Christ Jesus.”* (Galatians 3:28)

### 3. Purpose

To provide information concerning equal opportunities and to provide guidelines for staff and volunteers on good practice.

### 4. Definition

Discrimination: any unlawful, unjust or prejudicial treatment of different categories of people. Although there may be circumstances justifying different treatment, which are not unlawful (for example, to comply with a genuine occupational requirement for a position), WBC will not tolerate unlawful discrimination and/or harassment on the grounds of an individual's sex, race, marital status, colour, ethnic or national origin, disability, gender reassignment, sexual orientation, age, religious belief, union membership, union activities, or employment status. Any reference to discrimination in this policy includes all such possible grounds.

### 5. Policy

- 5.1. In relation to matters of religion and belief, WBC reserves the right to appoint staff who are loyal to the Christian ethos of WBC in order to preserve its distinctiveness in accordance with the Employment Equality Regulations 2003.
- 5.2. WBC is a Christian organisation which seeks to operate in and for the name of Christ. Those who work in WBC must be in sympathy with the evangelical Christian beliefs as set out in the Basis of Faith and their promotion.
- 5.3. For some posts within WBC, more than a loyalty to the Christian ethos of WBC is required and these posts are recognised as having Genuine Occupational Requirements.
- 5.4. WBC recognises that the UK has a rich diversity of cultures from around the world and seeks to bring Christian witness equally to all cultures.
- 5.5. Accordingly, WBC is committed to equal opportunity, and it is its policy to treat job applicants, employees and suppliers in the same way, subject to requiring employees and volunteers to adhere to WBC's ethos statement and code of conduct.

### 6. Legal Framework

This policy is in line with the Equality Act 2010, which protects individuals from discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and



All allegations of discrimination (including harassment) will be treated seriously. Any unlawful discrimination is totally unacceptable to WBC and perpetrators will face disciplinary action.

## **10. Complaints and Grievances**

Walsgrave Baptist Church takes all complaints seriously. If anyone believes they have been treated unfairly or have witnessed discrimination, they should report it to the Leadership Team. Complaints will be handled promptly, fairly, and confidentially.