



L I G H T H O U S E C H U R C H

Equal Opportunities & Diversity Policy 2022

'For all of you who were baptised into Christ have clothed yourselves with Christ. There is neither Jew nor Greek, slave nor free, male nor female, for you are all one in Christ Jesus.'

Galatians 3:27-28

1. Policy Statement

St. Mary's Parish Church is committed to achieving a working environment which provides equal opportunity and freedom from unlawful discrimination on the grounds of Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex or Sexual orientation.

This Policy aims to remove unfair and discriminatory practices within St. Mary's Parish Church and to encourage full contribution from its diverse community. St. Mary's Parish Church is committed to actively opposing all forms of discrimination.

St. Mary's Parish Church also aims to provide an environment that does not discriminate against its parishioners and site users in the means by which they can access St. Mary's services and use of the site facilities. St. Mary's Parish Church believes that all employees, parishioners and site users are entitled to be treated with respect and dignity.

2. Objectives of this Policy

1. To reduce, stop and prevent all forms of unlawful discrimination.
2. To ensure that recruitment, promotion, training, development, assessment, redundancy, and service provision are determined on the basis of capability, qualifications, experience, skills and productivity within the limitations of the annual budget set by St Mary's PCC.

3. Designated Officer

Name: Rev Trev Meardon

Position: Incumbent

Tel: 0121 3823585

4. Definition of Discrimination

Discrimination is unequal or differential treatment which leads to one person being treated more or less fairly than others are, or would be, treated in the same or similar circumstances on the grounds of Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex or Sexual Orientation. Discrimination may be direct or indirect.

5. Types of Discrimination

5.1 Direct Discrimination

This occurs when a person or a policy intentionally treats one person less favourably than another on the grounds of the 'Protected Characteristics.'

5.2 Indirect Discrimination

This is the application of a policy, criterion, or practice to a person which the employer would apply to others but is such that:

- It is detrimental to a considerably larger proportion of people from the group that the person that the employer is applying it to represents;
- The employer cannot justify the need for the application of the policy on a neutral basis; and
- The person to whom the employer is applying it suffers detriment from the application of the policy.

Example: A requirement that all employees must be 6ft tall would indirectly discriminate against employees with an East Asian ethnic origin, as they are less likely to be able to fulfil this requirement if that requirement is not justified by the position.

6. Unlawful Reasons for Discrimination

6.1 Age

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (eg.18-30 year olds). It is not permissible to treat a person less favourably because of their age .This applies to people of all ages.See Equality and Human Rights Commission for details on redundancy payments.

6.2 Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. It is not permissible to treat a disabled person less favourably than a non-disabled person. Reasonable adjustments must be made to give the disabled person as much access to the service and ability to be employed, trained or promoted as a non-disabled person.

6.3 Gender reassignment

The process of transitioning from one gender to another.

6.4 Marriage and civil partnership

In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple.

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

It is not permissible to treat a person less favourably on the grounds of their gender or the fact that they are married. This applies to both men and

women. Sexual harassment of men and women can be found to constitute sex discrimination

6.5 Pregnancy and maternity

Receiving unfair treatment at work because a person is pregnant, is breastfeeding or has recently had a baby is against the Law and may be considered discrimination against their pregnancy and maternity.

Outside of the workplace it is unlawful to treat a person unfavourably because they are pregnant or have been pregnant or are breastfeeding.

When a person has given birth or is breastfeeding she is protected against discrimination for 26 weeks. If she is treated unfavourably after this, she could be protected against discrimination. However, it would be sex discrimination rather than pregnancy and maternity discrimination.

6.6 Race

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. It is not permissible to treat a person less favourably because of their race, the colour of their skin, their nationality or their ethnic origin.

6.7 Religion and belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition. It is not permissible to treat a person less favourably because of their religious beliefs or their religion.

6.8 Gender

A man or a woman.

6.9 Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

7. Reasonable Adjustments

St Mary's PCC has a duty to make reasonable adjustments to facilitate the employment / inclusion of a disabled person. These may include:

7.1 Making adjustments to the site facilities.

7.2 Making alterations to interview / meeting processes to allow for the needs of employees / parishioners.

7.3 Re-allocating some or all of a disabled employee's or parishioner's duties.

7.4 Transferring a disabled employee/ parishioner to a role better suited to their disability.

7.5 Relocating Services/Meetings to rooms/spaces more suited to the needs of a disabled employee/ parishioner.

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7.6 Giving disabled employees time off work for medical treatment or rehabilitation / supporting disabled parishioners through periods of respite/ medical treatment.

7.7 Providing training or mentoring for a disabled employee/parishioner

7.8 Supplying or modifying equipment, instruction and training manuals and service sheets/power point presentations for disabled employees/ parishioners.

7.9 Any other adjustments that St. Mary's PCC consider reasonable and necessary provided that such adjustments are within the financial means of St. Mary's PCC.

8. Responsibility for the implementation of this Policy

The co-operation of all employees, parishioners and site users is essential for the success of this Policy. However, the ultimate responsibility for achieving the objectives of this Policy and for ensuring compliance with relevant Legislation and Codes of Practice lies with St Mary's PCC. Senior employees are expected to follow this Policy and ensure that all employees, Parishioners, subcontractors and agents of St Mary's PCC do the same.

All employees, parishioners, subcontractors and agents of St Mary's PCC are required to act in a way that does not subject any other employees or Parishioners to direct or indirect discrimination on the grounds of Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex or Sexual Orientation.

Employees, parishioners and site users may be held independently and individually liable for their discriminatory acts by an Employment Tribunal and ordered to pay compensation to the person who has suffered as a result of discriminatory acts.

9. Acting on Discriminatory Behaviour

In the event that an employee, parishioner or site user is the subject or perpetrator of, or witness to, discriminatory behaviour go to:
www.equalityhumanrights.com/disciplinary and grievance (ACAS) procedures.

10. Advice and Support on Discrimination

Employees, parishioners and site users may contact their employee or trade union representative if access to such an individual is possible.

Other contacts include:

Equality and Human Rights Commission

FreePost, EASS Helpline, FPN 6521

Advice line: 0808 800 0082

Website: www.equalityhumanrights.com

Citizens Advice Bureau

Telephone: 0344 477 1010

Ground Floor, Gazette Building

168 Corporation St

B4 6TF

Website: www.citizensadvice.org.uk

Community Legal Advice

Telephone: 0845 345 4 345

11. The extent of the policy

11.1 St Mary's Parish Church seeks to apply this Policy in the recruitment, selection, training, appraisal, development and promotion of all employees, parishioners and site users St Mary's Parish Church offers services in a fashion that complies with the spirit of this Policy.

11.2 This Policy does not form a part of any employment contract with any employee and its contents are not to be regarded by any person as implied, collateral or express terms to any contract made with St Mary's Parish Church.

11.3 This Policy will be revised annually. St Mary's Parish Church reserves the right to amend and update it at any time.

This Policy has been approved and authorised by:

Name: Rev Trev Meardon

Position: Incumbent

Date: 14/09/2021

Signature:

