



Equal Opportunities Policy

Authorised

Signed : _____

Date : _____

Name: _____

Position : _____

Equal Opportunities Policy

Introduction

Bethel Baptist Church believes that all people are created equal in the sight of God, and seeks to promote all church activities in ways which recognise and encourage that principle.

The aim of the policy is to ensure no current employee, volunteer or job applicant is discriminated against either directly or indirectly.

The Church recognises that discrimination is unacceptable and have made the decision to adopt a formal equal opportunities policy. All reported breaches of the policy will be investigated and may lead to disciplinary action.

Actions

The Church will ensure that the policy is circulated to agencies employed to assist with recruitment and a copy of the policy will be made available to all current employees, volunteers and will be made known to all applicants for employment.

The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

Everyone who considers themselves part of the church, whether Member or attendee has individual responsibility under this policy to ensure that the service they deliver and their behaviour towards other staff, volunteers, church users, and members of the public is both fair and lawful, irrespective of the position they may hold.

Everyone who considers themselves part of the church should ensure that the language they use, the behaviour they adopt, and the working environment they create is non-threatening and non-discriminatory so as to preserve dignity and respect for all.

Employee Training and promotion

Employees and volunteers will receive training in the application of this policy to ensure that they are aware of its contents and provisions.

All promotion will be in line with this policy.

When required feedback will offered to employees and applicants.

Monitoring

The Church will maintain and review the employment records of all employees and volunteers in order to monitor the progress of this policy.

Monitoring will involve recording recruitment, training and promotional records of all employees, the decisions reached, and the reason for those decisions.

The results of any monitoring procedure will be used to assess the effectiveness of the implementation of this policy and when necessary will lead to policy update..

Consideration will always be given to ensuring the policy affords equality of opportunities to all employees, volunteers and job applicants.