

Holy Trinity, Ashby Equal Opportunities Policy

February 2013
Revised February 2014

HOLY TRINITY
Ashby de la Zouch



Equal Opportunities Policy

Section One

The Parochial Church Council (PCC) of Holy Trinity Ashby is committed to the principle of equal opportunities for all.

Section Two

The PCC accepts that:

1. Direct Discrimination occurs when a person is treated less favourably for a reason unconnected with their ability in relation to either a job they are employed or volunteered to do or the job for which they have applied.
2. Indirect Discrimination occurs when an unjustifiable requirement or condition is applied which, though in principle applies to all, in practice is more difficult for one particular group of people to fulfil.

Section Three

Equal opportunities and our services users

The PCC will work to ensure that:

1. No person receives less favourable treatment on the grounds of race, colour, nationality, class, religion, ethnic or national origin, gender, marital status, age, child or domestic care arrangements, sexual orientation or disability, or is disadvantaged by conditions or requirements which cannot be shown to be justified.
2. The facilities provided in the church and the hall do not disable people from playing a full part in the activities taking place.
3. All those who hire the hall understand the principles of equal opportunities and have their own policies in place to ensure equality of access to services.
4. It is as responsive to the needs of all service users as it can be in both its policies and practice.

Section Four

The PCC recognises that Holy Trinity Ashby has a small number of paid employees and also a number of people who volunteer for various roles within the church community. The priority will be to find the best person suited to a particular post. This does not conflict with the requirement that for some roles it will be necessary for the person to be a practising Christian

or who shares our beliefs and values or (for some other roles) to be in sympathy with the Christian approach and ethos.

The PCC seeks to ensure that volunteers are afforded the same rights as those in paid employment.

The PCC will not tolerate harassment, bullying or victimisation

The PCC is committed to developing an environment in which the culture of bullying, harassment or other forms of discriminatory practice are not tolerated under any circumstances.

Section Five

Implementation of the policy

The Parochial Church Council will ensure that there is an annual review of the Policy, and the Churchwardens and PCC together will monitor the working of the policy.

The Parochial Church Council will publish this policy on its web site and in its buildings, together with a notice advising people who wish to make a complaint that they may do so verbally or in writing to the Vicar or churchwardens. Contact names and addresses will be provided.

The Parochial Church Council will appoint a complaints sub group who will be responsible for investigating all complaints in respect of Equal Opportunities. This sub group will make reports to the PCC as required at PCC meetings.

The sub group will comprise of two people, one of whom will be a churchwarden (unless the complaint is in respect of that churchwarden when the place shall be filled by the other warden). The Vicar will not be a part of the initial investigation, but will, together with the secretary and the churchwarden who was not part of the sub group, form an appeal group. The decision of the appeal group will be final.

The PCC understands that the following legislation applies

- Rehabilitation of Offenders Act 1974
- Children Act 1989
- Employment Act 1989
- Employment Rights Act 1996
- Employment Relations Act 1999
- Employment Act 2002
- Fixed – Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- Human Rights Act 1998
- National Minimum Wage Act 1998
- National Minimum Wage Regulations 1999
- Working Time Regulations 1998
- The Equality Act 2010

Definitions:

- Victimisation occurs when someone with a genuine grievance who has followed a complaints procedure is treated badly as a result
- Harassment occurs when speech, behaviour or other action is deemed by another person to be unacceptable and unwelcome. This would include instances of sexual harassment by men or women towards men or women (even where the perpetrator believes the remarks or action to be comical or jocular); unacceptable terms of speech or mockery on grounds of race or colour, gender, ethnic origin or physical or mental disability.
- Bullying occurs when any unsolicited or unwelcome act intimidates, humiliates or undermines an individual's sense of safety, worth or well-being.