

EQUAL OPPORTUNITIES POLICY

1. Policy statement

The Parochial Church Council ("PCC") of St Peter's, Grandborough is committed to promoting equality of opportunity and treating everyone with dignity, fairness and respect.

Although the PCC does not currently employ anyone, this policy applies to its activities and to the treatment of PCC members, volunteers, contractors, participants, visitors and people who use or benefit from its services.

The PCC will not unlawfully discriminate because of age, disability, marriage or civil partnership, pregnancy or maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex or sexual orientation.

The PCC also seeks to avoid unjustified discrimination because of a person's socio-economic background, political opinion or relevant criminal history. This does not prevent the PCC from taking appropriate decisions to meet its safeguarding responsibilities or other legal obligations.

As a Christian organisation, the PCC may conduct worship, teaching and other activities in accordance with the doctrine and practice of the Church of England and may rely upon any lawful exceptions applying to religious organisations.

2. Our commitments

The PCC will:

- treat people fairly and with dignity and respect;
- seek to make its activities welcoming and accessible;
- make reasonable adjustments for disabled people where appropriate;
- base decisions about volunteers and participation on relevant skills, suitability and safeguarding considerations;
- not tolerate unlawful discrimination, harassment, bullying or victimisation; and
- take concerns seriously and respond to them fairly and promptly.

Direct discrimination means treating someone less favourably because of a protected characteristic.

Indirect discrimination may occur when a rule or practice places people sharing a protected characteristic at a particular disadvantage and cannot be objectively justified.

Harassment means unwanted conduct that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Victimisation means subjecting someone to a detriment because they have raised, supported or are believed likely to raise a concern about discrimination.

3. Raising a concern

Anyone who believes that this policy has not been followed should raise the matter with the Chair of the PCC. If the concern involves the Chair, it should be raised with another appropriate PCC officer.

The PCC will consider concerns sensitively and will not knowingly permit retaliation against someone who raises a genuine concern.

4. Responsibility and review

The PCC is responsible for implementing this policy and will ensure that PCC members and volunteers are made aware of it.

This policy will be reviewed every three years, or sooner if relevant legislation, Church guidance, circumstances or funder requirements change.

Approved by the PCC July 2024
Next review due: July 2027