

Saint George the Martyr, New Mills

Equal Opportunities Policy

Statement of Policy

Saint George's aims to be an equal opportunities organisation and undertake to apply objective criteria to assess merit. This policy applies to all volunteers and paid employees. "The Parochial Church Council recognises that all human beings are made in the 'Image of God' and therefore of intrinsic value. Most discrimination is based on extrinsic attributes".

Accordingly, we will ensure that recruitment, selection, training, development and promotion procedures result in all workers (paid or voluntary) receiving equal opportunities for membership, regardless of sex, pregnancy/maternity, gender reassignment, sexual orientation, married or civil partnership status, age, or being a part-time or fixed term worker. Our objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

Our workforce and applicants for employment should not be disadvantaged by any policies or conditions of service which cannot be objectively justified as necessary for operational purposes.

We will not accept discrimination by association or perception. Associative discrimination occurs when an individual is discriminated against "on the grounds of association" as listed above. Discrimination by perception is discrimination against an individual because it is thought they possess a particular protected characteristic, irrespective of whether this is correct.

We have the primary responsibility for successfully meeting these objectives by:

Not unlawfully discriminating in the course of employment against employees, volunteers, job applicants, or anyone else within the working environment.

Not inducing or attempting to induce others to practise unlawful discrimination.

Bringing to the attention of employees that they will be subject to action under the Disciplinary Procedure for unlawful discrimination of any kind.

Taking action if they become aware of any form of unlawful discrimination.

Disability Discrimination Policy

It is our policy not to discriminate against disabled persons whether in, or applying for employment or volunteering for a role. To achieve this policy the following procedures must be applied:

Disabled applicants for employment will not be considered less favourably than those without disabilities, except where there is a substantial reason preventing employment. Questions will not normally be asked about health unless the nature of the job identifies that such questions about health are intrinsic to the job requirements, or it is necessary to allow reasonable adjustments.

Consideration will be given to making reasonable adjustments, where practicable, to the workplace and to methods of working, to accommodate disabled employees.

Age Equality

We will provide a working environment free from discrimination on the grounds of age and recognise the valuable contributions made by staff of all ages. Many details of this policy relate to older staff, as they are the ones most likely to experience age discrimination, but we will seek to fulfil our duty of care to all staff, irrespective of age.

Dates of birth will only be used for monitoring purposes or to comply with any specific legal requirement or other external justifiable requirement.

All employees (paid or voluntary) shall have equal rights to training, promotion and other aspects of career development. Age will not be used to justify a failure to promote or train any employee.

Signed:



(Chair of the PCC)

Date adopted by PCC: 19th May 2024

Review Date: Annual APCM