



EQUALITY AND DIVERSITY POLICY

Christ Church Roxeth

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Charity Number: 1134836

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Equality and Diversity Policy

Prologue

Christ Church Roxeth is part of the worldwide church called into being by Jesus Christ. Equality and diversity are of the essence of its being, since Christ invites people of every race and tribe and tongue and nation to put their faith in Him. All who respond to that call become members of the church, with one equal identity as sons and daughters of God, and brothers and sisters in Christ, irrespective of their race, ethnic or religious heritage, gender, experienced attractions, social background, material wealth, age or disability. Equally and without exception, Christ calls all who put their faith in Him to become His disciples and gives them power to become increasingly like Him in character and behaviour. This is a challenging calling of which all fall short in different ways and at different times; when that happens Christ, and the church in His name, shows mercy and offers forgiveness, encouragement and help to all who turn back to Him in faith.

Policy Statement

Christ Church Roxeth is therefore committed to encouraging equality and diversity among our congregation and leadership¹, and eliminating discrimination.

The aim for our leadership is that Christ Church should become truly representative of all sections of society and Harrow, that those in leadership should reflect the diverse membership of the church and that each leader should feel respected and able to give their best.

As an employer, the Parochial Church Council of Christ Church Roxeth ("the PCC") will not knowingly tolerate discrimination, direct or indirect, against any person, whether in the field of recruitment, terms and conditions of employment, career progression, training, transfer or dismissal.

It is also the responsibility of all leaders in their daily actions, decisions and behaviour to endeavour to promote these concepts, to comply with all relevant legislation, and to ensure that they do not discriminate against colleagues, teams, church members, or any other person associated with Christ Church Roxeth.

¹Within this policy the term "leadership" refers to all paid or licensed staff members as well as the PCC, voluntary workers, and group/activity/service leaders. Employees also have specific information available in the staff handbook

Recruitment & Occupational Requirements (OR)

In relation to matters of religion and belief, Christ Church Roxeth reserves the right to appoint leaders and staff who are professing evangelical Christians and loyal to the Christian ethos of the organisation, who are willing to uphold biblical ethics, in particular regarding marriage and sexual behaviour, and whose personal conduct reflects a commitment towards belonging to our distinctive and transformative community (as described in the vision and values of the church). Such a lifestyle is in order to preserve our Christian distinctiveness in accordance with the Equality Act 2010. In keeping with that Act, Christ Church Roxeth may advertise vacancies with such an occupational requirement as long as this is a "proportionate means of achieving a legitimate aim".

Christ Church Roxeth is a Christian organisation which seeks to operate in and for the name of Christ and therefore the majority of employees in the organisation must hold and practise our evangelical Christian beliefs. When creating new positions, consideration of the occupational requirements will be taken into account proportionately to the position.

Christ Church Roxeth recognises that the UK, and especially the Borough of Harrow in which it is set, has a rich diversity of cultures from around the world and seeks to bring Christian witness equally to all cultures.

Accordingly, Christ Church Roxeth is committed to equal opportunity, and it is its policy to treat job applicants, employees, and suppliers in the same way, subject to requiring employees to adhere to Christ Church Roxeth's vision, values, and staff code of conduct.

Implementation

Christ Church Roxeth will apply these principles in the following ways.

1. It will not knowingly tolerate acts that breach this policy, and all such breaches or alleged breaches will be taken seriously, be fully investigated and may be subject to disciplinary action where appropriate.
2. It fully recognises its legal obligations under all relevant legislation and codes of practice.
3. It will allow staff to pursue any matter through the internal procedures which they believe has exposed them to inequitable treatment within the scope of this policy. Employees can access these procedures from their line manager.
4. It will ensure that all line managers understand and maintain their responsibilities and those of their team under this policy.
5. It will offer opportunities for flexible working patterns, wherever operationally feasible, to help employees to combine a career with their domestic responsibilities.

6. It will provide equal opportunity to all who apply for vacancies through open competition.
7. It will select candidates only on the basis of their ability to carry out the job and of the extent to which they fulfil any applicable Operational Requirement, using a clear and open process.
8. It will provide all employees with the training and development that they need to carry out their job effectively.
9. It will provide all reasonable assistance to employees who are or who become disabled, making reasonable adjustments wherever possible to provide continued employment. We will ensure an appropriate risk assessment is carried out and that appropriate specialist advice is obtained when necessary.
10. It will distribute and publicise this policy statement throughout Christ Church Roxeth.
11. The PCC will commit to implementing a regular *Disabled Access Audit* to ensure that the building is accessible to all.
12. Leaders will expect and therefore be proactive in ensuring the same policies and principles apply within their volunteer teams and groups. For example, attendees of youth groups will be expected to treat one another equally, and any discrimination within an activity will be challenged immediately by the group leader in accordance with the group's code of conduct.