

The Yare Valley Churches ***Equal Opportunities Statement***

The Yare Valley Churches recognise the value of equal opportunities and wholeheartedly supports the principle of equality of opportunity for all.

Context:

As a benefice, we believe that all people are created in the image of God and are of equal value in the sight of God. We recognise that we are not all the same, with different powers of intellect, physical strength and choice. We reject every type of discrimination, be it social or cultural.

We commit ourselves to uphold the dignity of human beings and their human rights, and to do all we can to enable human beings to flourish and reach their God given potential.

Definitions:

Direct Discrimination: this occurs when a person is treated less favourably than others in similar circumstances on the grounds of race, colour, national or ethnic origins, sex, sexual orientation or perceived sexuality., marital status, disability, class, age, politics, religion or belief.

Indirect Discrimination: this occurs when a condition or requirement is imposed which adversely affect one particular group considerably more than another and cannot be strictly justified in terms of requirements for performing the job.

Victimisation: is defined as singling out of an individual for harsh treatment, or unfair action/sanction.

Although there may be circumstances justifying different treatment, which are not unlawful, the Benefice will not tolerate unlawful discrimination and/or harassment on the grounds of an individual's sex, race, marital status, colour, ethnic or national origin, disability, gender reassignment, sexual orientation, age, religious belief, union membership, union activities, or employment status.

Bullying and Harassment:

All those involved in church life are entitled to an environment free from hostility. Intimidating behaviour also privets members of staff from working effectively and denies the, job satisfaction. Harassment, including sexual and racial harassment, bullying and victimisation are all therefore unacceptable. The Diocese is currently consulting on a draft policy entitled: Dignity in Ministry, the prevention of Bullying and Harassment.

Race Discrimination:

The Benefice is opposed to racist discrimination and harassment, whether verbal, physical or attitudinal, whether intentional or inadvertent, in all places.

People with Disabilities:

The Benefice is committed to providing equality of opportunity, wherever practicable and making reasonable adjustments where necessary, to all members of the congregation, in order that they can participate as fully as possible in the life of the church and its community.

It is the responsibility of every individual to work towards ensuring an equality of opportunities.