

KING'S CHURCH IVER

Equality Policy

Primary Responsibility:	Elders/Trustees
Issued:	1 st May 2024
Review Period:	3 years
Next Review Date:	April 2027

Introduction

King's Church Iver believes that all people are created in God's image and are loved by God. In his ministry, Jesus showed God's love by his openness to all people, including those who were marginalised in his day.

Statement of Intent

King's Church Iver is a church and a registered charity whose purpose is the advancement of the Christian faith. We are committed to treating all people equally, whether employees, volunteers, members, suppliers, and contractors or those who visit our premises for any other purpose.

King's Church Iver is committed to a Biblical approach to Equality. This means our primary guide as to how we treat staff, volunteers, members and visitors is the Bible, and secondarily, all applicable laws. In accordance with our understanding of the Bible and with the law, we will seek to prevent discrimination by church staff, volunteers, members or church guests against any person based on any of the protected characteristics.

The Equality Act 2010 makes it illegal to discriminate against anyone based on any of the following 'protected characteristics':

- age
- disability
- gender reassignment
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership
- pregnancy and maternity

Employees and Volunteers

Certain posts, whether paid or unpaid, will require that the post holder supports the ethos and the values of the Christian faith, uphold the principles of King's Church Iver, and speak

and act in line with Christian values in the course of their duties. These posts are recognised as having Genuine Occupational Requirements.

All information in relation to any of the above posts, including advertising and role definitions/job descriptions will make the position of religious belief clear.

After considering genuine occupational requirements, entry into employment, promotion or change of post within King's Church Iver is determined by personal merit and ability, relevant to the vision and purpose of the church.

Responsibility

It is the responsibility of every individual to eliminate discrimination by ensuring the practical application of the equal opportunities policy and reporting concerns about any possible breach of this policy to the Elders/Trustees.

All allegations of discrimination (including harassment) will be treated seriously and investigated accordingly.

Reporting Concerns

Any concerns should be reported to an Elder/Trustee

Signed on behalf of King's Church Iver

A handwritten signature in black ink, appearing to read 'J Plaskett', with a stylized flourish at the end.

Name: John Plaskett

Role: Elder/Trustee

Date: 1st May 2024

* A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.