



Equal Opportunities

Introduction

Heartlands Church values the diversity of culture, skills and abilities that different people bring to it. We believe that the pursuit of equality of opportunity is fundamental to the fulfilment of our aims and mission. This is central to the provision of an environment in which those who work, visit or use our services can achieve their full potential.

Pursuit of equality of opportunity means that all forms of unfair discrimination will be challenged in whatever way they arise. We are committed to the view that unfair discrimination can arise across the whole spectrum of our activities, in staff recruitment, selection, promotion, dismissal, rewards, resources etc., as well as in the provision of services.

Equality of opportunity can be threatened by the use of language, gesture and other forms of symbolic behaviour. We aim to create an environment free from harassment and unfair discrimination, in which individual potential can be fostered and encouraged.

Our decision as to whom to employ, subcontract or offer services will be based upon the individual's merit and not on any other grounds.

In addition, all employees, members, volunteers, contractors, subcontractors, visitors and clients must not act in a manner which could be considered to be of an unlawful discriminatory nature against fellow clients, employees or other people with whom they come into contact.

Policy Statement

The Equal Opportunities Policy Statement is derived from the Mission Statement and associated aims.

The Equal Opportunities Policy is as follows:

- we will pursue both the letter and the spirit of the law in relation to disability, race, colour, ethnic/national origin, sexuality, gender, marital status, age, or religion;
- all of our employees, members, volunteers, contractors, subcontractors, visitors and clients are responsible for ensuring that their actions are carried out in the spirit of the policy and, under the provisions of the law, may be personally accountable should any complaint arise;
- all line managers are responsible for ensuring the integrity of decisions within their remit in relation to equal opportunities;



Equal Opportunities

- all those involved in selection and recruitment of employees, volunteers and clients will be required to undertake appropriate equal opportunities training;
- all those involved in services development, delivery and review will be responsible for ensuring that equal opportunities issues are addressed in relation to those processes;
- all of our published material will reflect this policy statement¹;
- we will promote, plan, manage and monitor equal opportunities and, in particular, will monitor race, gender and disability in relation to our client and employee profiles;
- persons not employed by us but who are affected by our activities, such as members, visitors or contractors, are expected to operate within the spirit of this policy.

¹ Note: some church material will be specifically related to Christianity and its promotion.