

**EQUAL OPPORTUNITIES POLICY**  
**Benefice of Harston, Hauxton & Newton**

**Our churches are mindful of the Diocesan Policy on Equal Opportunities as set out below.**

The Diocese of Ely wholeheartedly supports the principle of equality of opportunity in employment and aims to ensure that :

- recruitment, selection, training, consideration for promotion and treatment at work for those who are employed in a paid or voluntary capacity within our organisation,
- access to membership of our councils, committees and other groups
- access to benefits, facilities and services we provide are available to all without discrimination and that no-one is disadvantaged in any of these matters by conditions or requirements that cannot be shown to be justifiable. It is recognised that there are currently some differences in conditions surrounding service between those who are lay or ordained, and also that some lay posts may nevertheless give rise to a genuine occupational requirement that the post-holder has a commitment to the Christian faith. However, the Diocese will work to ensure that there is no discrimination on grounds of race, colour, nationality – including citizenship – or ethnic or national origins, disability, age, gender, sexual orientation, marital status, religious or political affiliation, lay or ordained status, or any other respect which cannot be shown to be a necessary requirement of the job or office concerned.

Under the Equality Act, reasonable adjustments need to be made to cater for people with different abilities. There are many different disabilities and some are more obvious than others. You might not even be aware that someone has a disability in your congregation.

In supporting equal opportunity we take note of the nine characteristics of the 2012 EO Act: age, disability, gender reassignment, marriage or civil partnership (in employment only), pregnancy and maternity, race, religion or belief, sex.

**ACCESSIBILITY**

Practical measures to aid accessibility to our buildings, services and activities, (as suggested in the guidance in the Appendix to the Equal Opportunities Policy) will be considered by the PCCs and included in risk assessments and health and safety audits specific to each of our three churches.

**Approved at the Joint PCC meeting on 16<sup>th</sup> January 2024**



**Rev. Mandy Flaherty (Incumbent)**