



St James Church Equal Opportunities Policy

Aims and objectives

Adults and Children are valued as individuals at St James Church regardless of their gender, ethnicity or disability and this is promoted throughout the school in the way we deal with each other. We encourage an atmosphere of mutual respect and appreciation. We do not discriminate against anyone, on the grounds of their sex, race, colour, disability, religion, and nationality, ethnic or national origins. This is in line with the most recent Equality Act and covers both direct and indirect discrimination.

We promote the principles of fairness and justice for all through the activities that we provide in our church.

We constantly strive to remove any forms of indirect discrimination that may form barriers.

We strive to ensure that all people have equal access to the full range of opportunities provided by the church, if this is possible by reasonable physical modification of our provision.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and show respect for all minority groups.

We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

St James Church Procedures

It is the right of individuals to receive the best experience the church can provide, with access to all activities organised by the church. We support both Adults and children in fulfilling their potential in whatever tasks they undertake as individuals or in groups and we celebrate their achievements and effort. We encourage all users of the church to see people for who they are and not just what they see or have experienced before.

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we would act immediately to prevent any repetition of the incident. Should anyone at our church be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have. A report on any racist incidents is reported to the Diocese of Birmingham

We endeavour to make our church welcoming to all. We promote understanding of different cultures and reflect on the attitudes, values and respect that we have for all including minority ethnic groups.

We believe that all children have the right to learn regardless of their sex and actively challenge stereotypes both in our Church and community, and in the equality of respect and opportunity given to all.

We also see the need to provide equal opportunities for those with disabilities and take into account their needs. We again challenge stereotypes and encourage a positive view of people with disabilities alongside others. We undertake an audit of our suitability for working with people with disabilities and respond to the findings on a 3 year basis, striving to overcome any problem areas in the best way we can.

The role of the PCC

The PCC has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the Church community are treated fairly and with equality.

The PCC seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our church both full time and in a voluntary capacity. The PCC take all reasonable steps to ensure that the church environment gives access to people with disabilities.

The PCC welcomes everybody to St James, whatever background or disability a they may have.

The PCC ensures that no one is discriminated against whilst in our church on account of their sex, disability, religion or race.

The role of the Priest in Charge

It is the Priest in Charge's role to implement the churches equal opportunities policy and is supported by the PCC in so doing.

It is the Priest in Charge's role to ensure that all staff are aware of this policy on equal opportunities, and that staff both full time and voluntary apply these guidelines fairly in all situations.

The Priest in Charge ensures that all appointments panels give due regard to this policy, so that no one is discriminated against when it comes to employment or training opportunities.

The Priest in Charge ensures that policies which may affect any minority groups are reviewed and their impact assessed and monitored.

The Priest in Charge promotes the principle of equal opportunity in the life of the church, and promotes respect for other people in all aspects of church life.

The Priest in Charge treats all incidents of unfair treatment and any racist incidents with due seriousness.

The role of the staff members both fulltime and voluntary

The staff ensure that all people are treated fairly, equally and with respect. We do not discriminate against any individual.

All Staff strive to provide support that gives positive images of ethnic minorities and that challenges negative stereotypical images of minority groups.

All our staff challenge any incidents of prejudice or racism. Any serious incidents are reported to the Priest in Charge who records these in writing. All staff intervene in a positive way against any occurrence of discrimination.

Monitoring and review

It is the responsibility of the PCC to monitor the effectiveness of this Equal Opportunities policy. The PCC does this by:

- monitoring the relationships with individuals of minority groups and comparing it to the relationships with others in the church where appropriate;
- monitoring the staff appointment process, so that no-one applying for a post at this church is discriminated against;
- requiring the Priest in Charge to report to the PCC on the effectiveness of this policy;
- taking into serious consideration any complaints regarding equal opportunity issues from Adults, staff or young people.