

REVELATION CHURCH

EQUALITY, DIVERSITY AND EQUAL OPPORTUNITIES POLICY

We believe that all people are created equal in the sight of God and seek to promote all the Charity's activities in ways which recognise and encourage that principle. Revelation Church is committed to encouraging equality and diversity among our workforce and we aim for our workforce to be truly representative of all sections of society and for each employee and volunteer to feel respected and able to give their best.

We oppose all forms of unlawful and unfair discrimination. All employees (whether parttime, full-time or temporary) and volunteers will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. The organisation is committed against unlawful discrimination of clients or members of the public and are committed to providing community services on a fair and equitable basis.

To that end the purpose of this policy is to provide equality and fairness for all in our employment / volunteer procedures and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion* or age.

Our intention is that all employees and volunteers will be helped and encouraged to develop their full potential, and the talents and resources of the workforce will be fully utilised to maximise the effectiveness of the organisation.

Our Commitment:

- ✓ Equality in the workplace is good management practice and therefore we wish to create an environment in which individual differences and the contributions of all our staff and volunteers are recognised and valued;
- ✓ creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all;
- ✓ making opportunities for training, development and progress available to all staff and volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation;
- ✓ making any decisions concerning staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act);
- ✓ reviewing employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law;
- ✓ informing managers and all other employees about their rights and responsibilities under this equality policy;
- ✓ monitoring the make-up of the workforce regarding information, such as, age, gender, ethnic background, and disability, in encouraging equality and diversity, and in meeting the aims and commitments set out in this policy. This may include:
 - assessing how the equality policy, and any supporting action plan, if applicable, are working in practice;
 - reviewing them annually; and
 - considering and taking action to address any issues.

In accordance with the organisation's vision, objectives and statement of faith, Revelation Church welcomes everyone, asking that all respect and work within the context of our Christian beliefs.

Everyone who is part of Revelation Church should ensure that the language they use, the behaviour they adopt, and the working environment they create is non-threatening and non-discriminatory so as to preserve dignity and respect for all, regardless of race, religion, sex, sexuality, marital status, age, employment status, political persuasion, mental or physical health, or criminal convictions.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

The equality policy is fully supported by Revelation Church senior management and the Board of Trustees.

**For some roles (employee and volunteers), we have an occupational requirement for the post holder to be a Christian and therefore in some circumstances we would only consider Christians to work in some roles. This is in order to ensure the centrality of Christ in our teachings and actions and therefore justify different treatment which is not immoral or unlawful. Revelation Church London affirms its right to appoint people who have chosen a Christian faith commitment (and are living this out in a way commensurate with the understanding of Revelation Church London) to positions of responsibility within the Charity. Examples of this are (but are not limited to) senior leadership or management of the organisation with ministry focus; teaching or promoting the Christian faith; evangelism; leading in worship, prayer or bible-study. All staff or volunteers in these posts (paid or unpaid) may be required to demonstrate a clear personal commitment to the Christian faith (This policy is in accordance with Employment and Race Directives issued by the government and ACAS guidance.)*