



P4 St Peter's Church, Yaxley Equality and Diversity Policy

St Peter's Church, Yaxley wholeheartedly supports the principle of equality of opportunity in employment and in access to any facilities and services provided by or available at our premises, 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 whether full or part-time, within our organisation,
- access to membership of our councils, committees and other groups
- access to benefits, facilities, meeting spaces in our buildings 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.

Specifically and in accordance with the Equality legislation (Equality Act 2010) and the nine protected characteristics, we will ensure that there is no discrimination or disadvantage to the public in accessing our facilities because of:

Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and Maternity, Race, Religion or belief, Sex or Sexual orientation

We recognise that The Equality Act protects people against discrimination because of the protected characteristics that we all have.



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 Parochial Church Council 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, religion, lay or ordained status, or any other respect and including the nine protected characteristics which cannot be shown to be a necessary requirement of the job or office concerned.

Signed *Rev Sarah Hare*

Position Vicar