

St Luke's Church, Lodge Moor

Blackbrook Road, Lodge Moor, Sheffield S10 4LQ

Registered Charity No. 1136795



Equality and Diversity Policy

As Christians, we believe that all people are created in God's image and that all people are loved by God. By His acceptance of all, including those on the edge of society, Jesus constantly showed God's love during his earthly ministry.

Policy Statement

It is our policy to provide an environment free of prejudice and discrimination in which everyone feels accepted, valued and respected.

We are opposed to all forms of unlawful and unfair discrimination and are committed to:

- fulfilling all our legal obligations under equality legislation (see *note* below) and associated codes of practice.
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- promoting a good and harmonious environment in which all persons using the Church premises are treated with respect.

We will:

- for any post within the church, define when there is a genuine occupational requirement for the post to be filled by a practising Christian.
- review this policy at least annually.

The Trustees of St. Luke's Church are responsible for the effective implementation of this Policy which applies to employees, volunteers, job applicants, church members, hirers and all other users of, and visitors to, our premises. They will take all reasonable steps to publicise the Policy and ensure that it is brought to the attention of all those people affected by it.

Complaints Procedure

Anyone (other than an employee) who believes that he/she has suffered any form of discrimination, harassment or victimisation should as soon as possible bring the matter to the attention of the vicar/minister or one of the Churchwardens who will investigate promptly and, if he/she considers that the complaint or concern is substantiated (after giving the alleged offender a fair opportunity of responding to the complaint), will take appropriate action to deal with the complaint. Additionally, the vicar/minister or the Churchwardens will take appropriate action if they have reason to believe that discrimination, harassment or victimisation may have taken place. Appropriate action might include conciliation, but in serious cases would require a referral to the Trustees who could decide to exclude the offender from the Church premises, expel the offender from membership or in the case of a complaint about an employee (which should be dealt with under the employer's Disciplinary Procedure) terminate his/her employment. No such action will be taken against an alleged offender without giving him/her full details of the complaint, copies of any relevant documentation and the right to a personal hearing before the Trustees or a disciplinary panel of Trustees appointed by the Trustees to deal with the matter. An employee who believes that he or she has suffered any form of discrimination, harassment or victimisation should invoke the provisions of the Employer's Complaints Procedure.

Note : The specific protected characteristics under the 2010 Equality Act are :- gender, gender reassignment, race, disability, age, religion or belief, sexual orientation, marriage and civil partnership, and pregnancy and maternity.

St Luke's Church, Lodge Moor is a Local Ecumenical Partnership between the Anglican, Baptist, Methodist and United Reformed Churches in Lodge Moor