



Equal Opportunities and Dignity at Work Policy



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Policy Statement

BCC-Salford ('Broughton Community Centre' and 'Broughton Community Church') is committed to providing a welcoming, safe and inclusive environment for all. We value the diversity of those who worship with us, use our building, volunteer, work for us, or partner with us. We will not tolerate discrimination, harassment, bullying, or victimisation in any form.

Scope

This policy applies to:

- Church members and attendees
- Staff (employees and workers)
- Volunteers and Steering Group members
- Users and hirers of our premises
- All activities and services run in the name of BCC-Salford (Naz Community Hall Group)

Legal Framework

This policy is informed by the principles of the Equality Act 2010 and other relevant UK legislation. As a Christian church and organisation, we may, in limited circumstances, apply lawful occupational requirements relating to religious belief for certain leadership or teaching roles. Any such requirement will be clearly identified and objectively justified.

Protected characteristics and grounds of discrimination

No one will be treated less favourably, harassed or victimised because of their:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership status
- Pregnancy or maternity
- Race, colour, nationality or ethnic or national origin
- Religion or belief (including no belief)
- Sex
- Sexual orientation

We will also not tolerate discrimination on the basis of socio-economic status, language, caring responsibilities, immigration status or any other unjustified distinction.

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Our commitments

a) Worship, ministries and activities

- All people are welcome to attend services, groups and activities.
- We will seek to ensure that our worship and programmes are accessible, inclusive and sensitive to different needs and backgrounds.

b) Use of buildings and services

- Access to community services, facilities and events at BCC-Salford will be offered fairly, without discrimination.
- Hiring arrangements will follow the BCC-Salford Permitted Use of Premises Statement and will be administered consistently. Where we decline a booking (e.g. because of conflict with our Christian beliefs or safeguarding responsibilities), decisions will be transparent, respectful and lawfully applied.
- BCC-Salford will **not condone any form of harassment, discrimination, or bullying**, whether engaged in by employees or by outside third parties who do business with the organisation.

c) Employment and volunteering

- Although there may be circumstances justifying different treatment, which are not unlawful (for example to comply with a genuine occupational requirement for a position), BCC-Salford will take all reasonable steps to employ, train and promote employees (including volunteers) on the basis of their experience, abilities and qualifications without regard to race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, gender reassignment, age, marital or civil partnership status, disability or pregnancy and maternity.
- Recruitment, selection, training, appraisal, promotion and termination decisions will be based on merit, skills and calling, and not on unjustified discriminatory criteria.
- As BCC-Salford is a constituted organisation functioning within the Church of the Nazarene Christian Denomination, where there is a genuine occupational reason for a specific post, it may require the post-holder to be a practicing Christian of the recognised denomination. All staff and volunteers must understand and express sympathy with the Christian ethos and do nothing that would be seen to undermine it.
- Reasonable adjustments will be considered and implemented, where practicable, to support disabled staff, volunteers and users.
- All staff and volunteers will be made aware of this policy and expected to uphold it in their conduct.
- In relation to matters of religion and belief, BCC-Salford reserves the right to appoint people who are loyal to the Christian ethos of the organisation in order to preserve its distinctiveness, in accordance with the Equality Act 2010.

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For some posts within BCC-Salford, more than a loyalty to the Christian ethos of the Church is required and these posts are recognised as having Genuine Occupational Requirements.

d) Dignity and respect

- Everyone on BCC-Salford premises, or representing BCC-Salford elsewhere, must be treated with courtesy and respect.
- BCC-Salford will also **take all reasonable steps** to provide a work environment in which all employees and volunteers are treated with respect and dignity and that is free of harassment based upon a person's race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, gender reassignment, age, marital or civil partnership status, disability or pregnancy and maternity.
- Bullying, harassment, hate speech, victimisation or degrading behaviour will be addressed promptly and may result in restriction of access to activities, disciplinary action, reporting to external agencies or termination of roles or contracts, as appropriate.

Implementation and responsibilities

- The Steering Group/Leadership Team have overall responsibility for this policy and will ensure it is implemented and reviewed.
- The Pastor/Lead Minister (Church and Community Development Minister) has day-to-day responsibility for promoting equal opportunities and addressing concerns.
- All staff, volunteers, church members and regular users are responsible for:
 - o Treating others fairly and respectfully
 - o Challenging discriminatory language or behaviour where safe to do so
 - o Reporting concerns or incidents in line with this policy

Reporting concerns or complaints

- Anyone who feels they or someone else has been treated unfairly, discriminated against or harassed in connection with BCC-Salford should raise the issue as soon as possible with the Pastor/Lead Minister (Church and Community Development Minister) or a member of the Steering Group.
- Concerns will be taken seriously, handled sensitively and, where appropriate, investigated.
- No person will be treated unfavourably or victimised for raising a genuine concern or supporting someone else to do so. There must not be victimisation or retaliation against another who has made allegations or complaints of discrimination or harassment or who has provided information about such

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discrimination or harassment. Such behaviour will be treated as gross misconduct in accordance with BCC-Salford’s disciplinary procedure.

- Workers have a duty to co-operate with BCC-Salford to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination, harassment or bullying. Action will be taken under BCC-Salford’s disciplinary procedure against any member of staff or volunteer team who is found to have committed an act of improper or unlawful discrimination, harassment, bullying or intimidation. Serious breaches of this Equal Opportunities and Dignity at Work statement will be treated as gross misconduct and could render the employee liable to summary dismissal. Employees and volunteers should also bear in mind that they can be held personally liable for any act of unlawful discrimination. Employees who commit serious acts of harassment may also be guilty of a criminal offence.

Training and awareness

- New staff and volunteers will receive an introduction to this policy during induction.
- Relevant training on equality, diversity and inclusion will be provided periodically, and linked to Safeguarding and Health and Safety responsibilities.

Monitoring and review

- BCC-Salford will periodically review its activities, staffing and volunteer structures to identify and remove barriers to participation.
- This policy will be reviewed at least every three years, or sooner if required by changes in legislation or significant organisational changes.

For in-depth guidance on lawful religious discrimination:

[Baptist Union of Great Britain: Christian Ethos Audit](#)

Contact Details

To exercise all relevant rights, queries of complaints please in the first instance contact Reverend Louise Kenyon via email at information@bcc-salford.org

To raise a concern through the BCC-Salford Steering Group contact Reverend Carl McCann carlmccann7@hotmail.com

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| Supersedes | |
| Next review date | November 2027 |
| Related policies | <ul style="list-style-type: none">• Safeguarding Policy: Parts 1, 2, 3, and 4• Health and Safety Policy• Permitted Use of Premises Statement• Volunteer Policy• Disciplinary procedure• Equality Act 2010 |
| Lead contact | Church and Community Development Minister |