

The Parish of Saffron Walden

Equal Opportunities Policy

Saffron Walden Parochial Church Council wholeheartedly supports the principle of equality of opportunity in employment 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 within our organisation,
- access to membership of our councils, committees and other groups
- access to benefits, facilities 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. It is recognised some paid and voluntary posts may give rise to a genuine occupational requirement that the post-holder has a commitment to the Christian faith. However, the Parish 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, sex, sexual orientation, marital status, religious or political affiliation, lay or ordained status, or any other respect which cannot be shown to be a necessary requirement of the job or office concerned.

Approved by Saffron Walden PCC on 8th February 2023