

Hope Church Luton: Equal Opportunities

Equal Opportunities Statement

Hope Church Luton seeks to reflect the realities of God's life, freedom, healing and hope in our local community. Therefore we actively promote physical, mental, emotional and spiritual well-being. Our purpose is to work towards a more compassionate, just and transformed society.

Hope Church Luton recognises that Luton is a multi-cultural, multi-racial and multi-faith borough. We also recognise that groups and individuals are often discriminated against both directly and indirectly. As Christians, we believe that all people have been created in God's image and share equally in God's love. Discrimination against an individual or group, whether in attitude or action, is an affront to the purposes and longings of God. Our Equal opportunities policy and practice is our attempt to ensure that we exercise fairness and equality in all aspects of our church life.

As a church we ask that people respect our Christian ethos. However, we seek to encourage a climate in which *all* spiritual experience is respected whilst being true to our convictions. This means that we desire that people have access to Christian teaching and reflection without any sense of manipulation or pressure.

Equal Opportunities Policy

In order to put our concern for equal opportunities into practice we will take the following steps:

- We will continue to take steps to increase our awareness of the problems caused by inequalities in our society and to allow this to inform our practice e.g. by encouraging access to information and training in relation to diversity, race awareness, disability etc.
- We will seek to provide a broad range of projects and events which are relevant and offer something to a diverse range of local people.
- We will seek to be imaginative in the publicity of events and activities associated with Hope Church Luton in ways that speak of a warm and welcome atmosphere for all.

In Relation to Our Existing Structures and Committees:

Members of the **Leadership Team** will have a commitment to the Christian faith and be regular worshippers at Hope Church Luton church. In addition to this we will seek to ensure that the Leadership Team reflects the diversity of the church.

The **Language School** will include members of the church plus other representatives of the local community. We recognise that these representatives may not have a commitment to the Christian faith but ask that they are respectful of the ethos of Hope Church Luton Church and associated projects. Likewise for any advisers and/or representatives of other community organisations who may be invited to attend specific meetings.

Volunteers

Hope Church Luton will endeavour to attract volunteers from as wide a range of backgrounds as possible, recognising the benefits of diversity to our mission and ministry as a church.

Selection of volunteers will be based solely on the individual's ability to meet the requirements of the projects and services associated with Hope Church Luton.

Hope Church Luton and its agents will treat all volunteers with respect.

Hope Church Luton will encourage volunteers to be open about particular needs that they may have, and as far as is reasonably practical, Hope Church Luton will provide the necessary resources to enable volunteers to contribute to the ministry and mission of the church.

Hope Church will ensure that a procedure is in place to handle complaints from volunteers.

Hope Church will feature *prejudice and discrimination, equality of opportunity and diversity* in its programme of ongoing training and other aspects of support for volunteers associated with the life of the church.

Employment:

Recruitment and selection procedures should meet the standards specified in this policy. However, as a church committed to the Christian faith we reserve the right to appoint appropriately qualified committed Christians where this specification is justified by the job description.

Policy Implementation:

All staff, volunteers, of Hope Church Luton and associated projects are required to implement and promote this policy. Furthermore, it is expected that all those who take part in the life of Hope Church Luton and its projects will adhere to this policy.

Hope Church Luton takes particular care to deal effectively with issues of discrimination.

Hope Church Luton church will comply with all relevant legislation.