

Equal Opportunities Policy



The trustees, staff and volunteers of South Wales Baptist Association are committed to a policy of equal opportunities so that each employee feels respected and able to give of their best. The purpose of this policy is to provide equality, fairness and respect for all in the employment of the South Wales Baptist Association.

The Equality Act 2010 makes it unlawful to treat people less favorably because they have a protected characteristic. The relevant protected characteristics in employment are:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race, (including ethnic or national origins, colour and nationality);
- Religion or belief (including lack of belief);
- Sex;
- Sexual orientation.

Positive action applies to all these protected characteristics. Positive action provisions mean that it is not unlawful discrimination to take special measures aimed at alleviating disadvantage or under-representation experienced by those with any of these characteristics.

It is the policy of South Wales Baptist Association:

1. To ensure that all employees and applicants, whether part-time, full-time or temporary, are treated equally and fairly, regardless of age, disability, pregnancy and maternity, race or ethnicity, religion or belief, gender reassignment, marriage and civil partnership, sex or sexual orientation**;
2. To conduct its recruitment and selection procedures at all levels on an equal opportunities basis, that is on the basis of merit and ability;
3. To make available training, development and progression opportunities to all staff;
4. To arrange its premises wherever practicable so that all employees may have equal access to its facilities;
5. To operate procedures to deal with allegations of all forms of unlawful and unfair discrimination;
6. To review the implementation of this policy annually.

** For Baptist Ministers compliance is required with the guidelines for ministerial recognition as detailed in *Ministerial Recognition Rules* published by the Baptist Union of Great Britain.