



THE CHURCH
OF ENGLAND

**Diocese of St Edmundsbury
and Ipswich**

St Edmundsbury and Ipswich Diocesan Board of Finance

EQUAL OPPORTUNITIES POLICY

The Diocesan Board of Finance is committed to Equal Opportunity as a basic Christian tenet as well as being a principle of good employment practice. The St Edmundsbury & Ipswich Diocesan Board of Finance Equal Opportunities policy is set out below.

1. The St Edmundsbury and Ipswich Diocesan Board of Finance will always work towards best employment practice and in 1990 declared itself an Equal Opportunity Employer. The Board will strive toward equal opportunity procedures equivalent to those adopted by the Central Board of Finance of the Church of England.
2. It is the aim of the Board's policy to ensure that no job applicant or employee is discriminated against or receives less favourable treatment on the grounds of age, sex, sexual orientation, status as a married person or a civil partner, race, colour, nationality, ethnic origin, religion or beliefs; or because of disability, pregnancy or childbirth and subsequent maternity leave; or because they are a member or non member of a trade union; or because they work part time.
3. Selection criteria and procedures are frequently reviewed to ensure that individuals are selected, promoted and otherwise treated on the basis of their relevant merits and abilities.
4. All employees are given equal opportunity and encouraged to progress within the Board's employment, subject to their ability and the availability of more senior posts.
5. The Board is committed to an ongoing programme of action to make this policy fully effective.
6. This Equal Opportunity Policy is reviewed from time to time as is deemed appropriate by the Board of Finance and it should be read in conjunction with the employment regulations of the Board. It will be the responsibility of the Diocesan Secretary, as senior administrative officer, to monitor the effectiveness of the Equal Opportunities Policy with overall responsibility for its implementation and supervision remaining with the Board.

In the Lord's commandment that we should love our neighbours as ourselves, we declare our conviction that unfair discrimination between people is an affront to the purposes of God and is indefensible. Christian teaching holds that all human beings are created in the image of God, that all are valued equally by God and shared equally in God's love.