

St Mary and St Michael's, Trumpington

Parochial Church Council

Equal Opportunities Policy

1. The PCC recognises that it is unlawful to discriminate against any individual on the basis of age, disability, race (including colour, nationality and ethnic or national origin), religion or belief, gender, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy or maternity.
2. The PCC accepts that it has to operate within structures and policies established by the wider Church of England. Within that framework, the PCC is committed to meeting its legal obligations in all matters for which it is responsible.
3. In its services, programmes and mission activities, the PCC seeks to avoid any unlawful discrimination in terms of accessibility, content and participation. Where it is working with partners, the PCC endeavours to apply the same principles as far as possible.
4. The PCC seeks to make its buildings and facilities available to others in ways which avoid any unlawful discrimination in terms of eligibility, conditions of use or charges.
5. As an employer, the PCC seeks to avoid all forms of unlawful discrimination in relation to pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, parental leave, requests for flexible working and also selection for employment, promotion or training.
6. The PCC seeks to uphold this policy among its own members and through its representatives, office holders, employees and volunteers.

Readopted by the PCC on 15 November 2023

Signed on behalf of Trumpington Parochial Church Council by
Revd Mandy Maxwell, Vicar, 15 November 2023

PCC Trumpington is a Registered Charity No. 1139132