



## **FOLLOWING JESUS** *Sharing the journey*

WITH THE VILLAGES OF MULBARTON,  
FLORDON, BRACON ASH AND HETHEL

### Equalities Policy

#### **Mulbarton Group of Churches**

**Parish Church of St Mary Magdalen Mulbarton,  
Charity No. 1156897**

**Parish Church of St Michael & All Angels, Flordon**

**Parish Church of St Nicholas, Bracon Ash**

**Parish Church of All Saints, Hethel**

Last Reviewed: January 2024

Next Review Due: January 2025

1. The Mulbarton Group of Churches consists of four distinct Christian charitable organisations, governed by four Parochial Church Councils, according to the provisions contained within the Parochial Church Councils (Powers) Measure 1956 and the Church Representation Rules. For each church council, the statutory object “promoting in the parish the whole mission of the Church”. This policy describes our commitment to inclusivity and diversity, in how we fulfil our charitable objects, within the terms of the Equality Act 2010.
2. We are committed to social justice and resolutely opposed to discrimination in society. We are committed to providing services on a fair and equitable basis, regardless of race, ethnicity, religion, life-style, sex, sexuality, physical/mental disability, age, offending background or any other factor. We will treat no person less favourably than any other person on any grounds.
3. In employment and voluntary roles we actively seek to recruit with the right mix of talent, skills and potential, promoting equality for all. We welcome applications from a wide range of candidates. We select all candidates for interview based on their skills, qualifications, experience and commitment to the values and purposes of the churches, within the Church of England’s “Safer Recruitment” safeguarding framework.
4. As churches seeking to fulfil Christian charitable objects, some posts, either employed or voluntary, give rise to a genuine occupational requirement (GOR) for the post-holders to be Christians. All staff and volunteers in these posts are required to demonstrate a clear personal commitment to the Christian faith, as specified in the job description. This policy is implemented under Employment and Race Directives issued by the government and ACAS guidance.
5. As a group of churches using the Disclosure and Barring Service (DBS) Disclosure Service to assess applicants' suitability for positions of trust, The Mulbarton Group of Churches undertakes to comply fully with the DBS Code of Practice and to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of disclosure on the basis of conviction or other information revealed. For further details, see our policy statement on the “Recruitment of Ex-Offenders”.