

# Hornsea United Reformed Church Equal Opportunities Policy



**Equal Opportunities Coordinator: Jean Barrett**

**Deputy Equal Opportunities Coordinator: Carol Rutherford**

## **Introduction**

The Hornsea United Reformed Church believes that all people are created in God's image and are loved by God. In his ministry Jesus showed God's love by his openness to all people, including those who were marginalised in his day.

## **Statement of intent**

The Hornsea United Reformed Church affirms its commitment to show the same openness to all people in today's world. It intends, in spirit and in deed, to promote equality of opportunity and diversity in all spheres of its activity and is committed to behaving as an equal opportunity organisation. It acknowledges that people are called to be diverse and lively, inclusive and flexible through the sharing of the gospel.

## **Equal Opportunities and Diversity Policy Statement**

Exclusion and discrimination can occur on many grounds including those recognised in law, gender, gender reassignment, sexual orientation, religious beliefs, colour, ethnic or national origin, age, marital status and disability. The Hornsea United Reformed Church seeks to eradicate less favourable treatment in these areas by endeavouring to:

- build inclusive communities where all will be treated with dignity and respect and have equality of opportunity to contribute their gifts to the common life;
- identify and remove barriers to participation in employment, training, promotion, leadership and representation on church committees and in the attitudes and actions of every congregation;
- take positive action to counter attitudes and practices contrary to this statement of intent;
- define within the law when being of a particular religion or belief is or is not a requirement for any post within the church;
- develop detailed policies to give effect to these requirements;
- monitor and report on progress in fulfilling these requirements.

This policy is the overarching equality and diversity direction of the Hornsea United Reformed Church and should be read in conjunction with the United Reformed Church's declaration that it is a multicultural Church and its equality policies on employment, church activities, membership, committees, and councils. Reference should be made to the Yorkshire U.R.C. 'Safer Recruitment' policy, contained in the Safeguarding policy document.

Hornsea United Reformed church commits itself to live out the Gospel within our local context in compliance with the United Reformed Church's Equal Opportunities Policy.

**Signed (Church Elders):**

Mark Parker-Randall  
C. Brown  
M.A. Chubb  
R. M. Knapton  
J. Barton  
A. Jordan  
J. Barrett  
K. Webb

Stephen Seal  
V. Pearson  
Gill Fletcher  
J  
K. Webb  
A. Jordan  
BOSWORTH

**Date:** 11<sup>th</sup> September 2024

**Review Date:** September 2025

**Addendum.**

Hornsea U.R.C believes that this church is only whole when it includes everyone. There may be barriers, visible or invisible, of which we are not aware and so we will address this by putting in place the following measures:

**Inclusion.**

**1. Access to the building:**

- It is the responsibility of **the property team** to ensure that there is easy access to the building, that entrances and passageways are kept clear, good lighting is used and the toilets are accessible to all. Notices outside the building need to be clear and easy to read, including any contact details.

**2. Access to worship services:**

- It is the responsibility of **the welcome team** to find out about any additional needs people may have to be able to take part fully in worship.
- It is the responsibility of **the technical team** to provide any extra help required by individuals, e.g., help with the loop system, earphones etc.
- It is the responsibility of **the worship team** to ensure content on the screens is in plain clear text of an appropriate font size. Also, to produce printed copies, large print or coloured 'orders of service / words to songs, as requested, for those unable to watch screens.

## **Equality of Opportunity.**

In line with U.R.C. Policy, this is how we will ensure equality of opportunity to minister within the church:

### **1. Membership:**

- It is the responsibility of **the Elders** to invite people to consider membership, and the responsibility of **church members** to consider and pray for those wanting to join.

### **2. Eldership:**

- When it is felt that we need more serving Elders, the whole church membership will be asked to prayerfully consider who could be being called. Anyone suggested will be asked if they wish to be considered. If necessary, the names will then be taken to the church members for a 'vote'. This process will be made open and clear to all via church meeting and the newsletter. However, the decision will be made **by the Elders** according to 'what seemed good to the Holy Spirit and us'.

### **3. Our life together:**

- Regular Church meetings and Church chats take place throughout the year to hear the voices of all attending Hornsea U.R.C. These will be advertised in the Newsletter and announced in worship services.