

# **Struthers Memorial Church**

## **Equal Opportunities Policy**

1. SMC is a Christian organisation 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, offending background or any other factor. No person requiring services from Struthers SMC will be treated less favourably than any other person on any grounds.
2. 2. As an organisation, SMC seeks to deliver services within a Christian context; consequently, only Christians may fill some posts within SMC. The nature of these posts, the context in which they are carried out and their link to the ethos of the organisation give rise to a genuine occupational requirement for the post-holders to be Christian. Any individual operating in one of these posts, whether as an employee or on a voluntary basis, is required to demonstrate a clear personal commitment to the Christian faith. This policy is implemented in accordance with Employment and Race Directives issued by the government and ACAS guidance.
3. As an organisation using the Criminal Records Bureau (CRB)/Volunteer Scotland (VS) PVG service to access Disclosures to assess applicants' suitability for positions of trust, the church undertakes to comply fully with the CRB/VS Code of Practice.
4. We ensure that all those in the organisation who are involved in the recruitment process have been suitably trained to identify and assess the relevance of circumstances of offences. We will also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders e.g. the Rehabilitation of Offenders Act 1974.
5. At interview, or in separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is relevant to the position sought could lead to withdrawal of an offer of employment or voluntary work.
6. We make every applicant of a CRB/VS Disclosure aware of the existence of the Code of Practice and make a copy available on request.
7. We undertake to discuss any matter revealed in a disclosure with the person seeking a position before withdrawing a conditional offer of employment.
8. Having a criminal record will not necessarily bar an individual from working with us. It will depend on the nature of the position and the circumstances and background of the offences.

This Equal Opportunities Policy detailed above was agreed and minuted at a meeting of the Board of Directors on: 06/03/17