



**Hammersmith Christian Fellowship**

**Equal Opportunities Policy**

**June 2021**

This equal opportunity statement and equal opportunities policy reflects both the mission and purpose of Hammersmith Christian Fellowship and the spirit and intentions of legislation which outlaws discrimination.

Hammersmith Christian Fellowship will not unlawfully discriminate or subject any individual (volunteer applicant or church member) to less favourable treatment based upon race, colour, nationality – including citizenship – or ethnic or national origins, disability, age, gender, sexual orientation, marital status, religious or political affiliation, or any other respect.

Hammersmith Christian Fellowship aims to ensure that people are given equal opportunity to volunteer.

In line with our constitution, individuals must have been a church member for one year before they are eligible for a position of leadership in any form.

In line with our constitution, members must have made a full confession of their faith in the Lord Jesus Christ and must agree with the Articles of Faith of the Old Baptist Union.

After taking into account any genuine occupational requirement, entry into employment and promotion or change of post within Hammersmith Christian Fellowship is determined by personal merit and ability, relevant to the mission and purpose of Hammersmith Christian Fellowship.

It is the responsibility of every individual, both church member and volunteer, to eliminate discrimination by ensuring the practical application of the equal opportunities policy and reporting concerns about any possible breach of this policy to the church pastor or elder.

All allegations of discrimination (including harassment) will be treated seriously as any unlawful discrimination is totally unacceptable to Hammersmith Christian Fellowship.