



Equality and Diversity Policy

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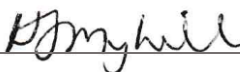
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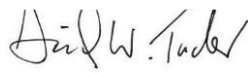
Published by Mark Inglis
Seagate Elder

Signed  Date 20.10.2025

Approved by Kerelyn Myhill
on behalf of Seagate Trustees

Signed  Date 20.10.2025

Approved by Dave Tudor
on behalf of Seagate Trustees

Signed  Date 20.10.2025

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Seagate Evangelical Church incorporated under deed of trust includes Seagate Church, Café 141 and the Meadowgreen Centre.

Community

As a place of Christian worship and a focus of community outreach, Seagate Church actively encourages and welcomes all people into our church fellowship. Both for our worship services on a Sunday and for all the ministries which are run throughout the week. All people are welcomed into our fellowship, irrespective of age, disability, sex (gender), marital status, race (including colour, nationality, and ethnic or national origin), religion, sexual orientation and/or gender reassignment. Our aim is to share, with kindness, dignity and respect, the good news of Jesus Christ and his offer of salvation for all. Our welcome is for all people without prejudice and is only qualified by what we expect from all who attend, that they attend with an open mind and with the purpose of either discovering more about the good news of Jesus or to build his church with love and respect for all people.

Staff and Volunteers

As an organisation seeking to deliver services within an Evangelical Christian context the vast majority of our employed and volunteer roles can only be filled by those who have made a profession of faith in Jesus Christ and who are seeking to love and follow him. The nature of these posts or the context in which they are carried out, and their link to the ethos of the organisation, give rise to a 'protected characteristic' (or 'genuine occupational requirement') for the post-holders to be Christians. Those fulfilling roles that give rise to this genuine occupational requirement to be Christian will also have signed the covenant of membership document for Seagate Evangelical Church confirming their agreement to accept and live in accordance with the Seagate Evangelical Church beliefs and doctrines set out therein.

Relevant responsibilities include: senior leadership (either eldership or trustees); teaching or promoting the Christian faith; evangelism; leading or participating in worship, leading of prayer or bible-study, management and leadership of our youth and children work and management and leadership of our community work. All staff in these posts may be required to demonstrate a clear personal commitment to the Christian faith. We will ensure that any job descriptions, person specifications and application forms reflect the requirements for the job and make clear if there is a genuine occupational requirement for the person to be a Christian and to adhere to our church constitution, beliefs and behavioural expectation.

In addition, Seagate Church is also fully committed to encouraging equality and diversity within our church and staff team and eliminating all forms of unlawful discrimination. We want each employee, job applicant or volunteer to feel respected and able to give their best. We seek to promote inclusive communities where all those in our staff team and in the worshipping community will be treated with dignity, respect and fairness.

Seagate Church commits to creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect

for all, and where individual differences and the contributions of all staff are recognised and valued. All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, volunteers, those associated with the church, or job applicants. We take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees and such acts will be dealt with as misconduct under the organisation's Concerns and Complaints and/or Disciplinary Procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice, in line with our disciplinary procedure.

When we recruit, we actively search for the right mix of talent, skills and potential, promoting equality for all, and we welcome applications from a range of candidates. We select candidates for interview based on their skills, qualifications, experience and commitment to our values and purposes.