

Cheadle Hulme URC is an

EQUAL OPPORTUNITIES ORGANISATION v26



CH URC is an equal opportunities organisation. The policy aims to ensure that no employee, **applicant, volunteer**, Church member or user of Church facilities receives less favourable treatment on the grounds of religion, race, culture, gender, sexual orientation, marital status, age or disability or is disadvantaged by conditions or requirements which cannot be shown to be justified.

CH URC is fully committed to the active promotion of equal opportunities in the provision of all its **facilities and** services and to the community as a whole where reasonably practical. It is recognised that while much can be achieved through the development of procedures to meet the obligations of law, real progress requires a programme of action, which involves the participation of all involved.

PROCEDURE

Employees, **volunteers**, members and users should be aware that they have responsibilities towards promoting equal opportunities and will be properly equipped where reasonably practical to take account of the differences and special needs of particular groups. Suitable provision should be made for those special needs to be met. **Attention is draw to our Safeguarding Policy to be read in conjunction here.**

CH URC will maintain a system to identify and monitor possible areas of inequality. It is the individual responsibility of any employee, **volunteer**, member or facility user who must seek to ensure the practical application of this policy. Any employee, volunteer, Church member or facility user may use the **grievance** procedure to complain about perceived discriminatory conduct.

Grievance

If discriminatory practice is **perceived**, whether intentional or not, **first contact the Church Secretary as below**. The Minister, and Elders who serve as the management of the Church, will seek to bring about reconciliation and develop understanding; however, the management reserves the right to initiate disciplinary action in this respect.

All procedures related to employment or hiring of services will be reviewed regularly to ensure that neither direct nor indirect discrimination should occur.

Where necessary, people in **official** contact with the public such as **Elders** or **Booking Steward** will be given training to avoid discriminatory practices.

B Stevens 3/9/2026
Cheadle Hulme United Reformed Church

Secretary... Alison Stevens 01625 877 180, swannlanesecretary@gmail.com