

## **KCG Equality and Diversity Policy (September 2025)**

King's Church Guildford ("KCG") is committed to encouraging equality and diversity within our church and staff team and eliminating unlawful discrimination. We want our staff to reflect the diversity we see in and around Guildford and for each employee, job applicant or volunteer to feel respected and able to give their best. We promote inclusive communities where all those in our staff team and in the church family will be treated with dignity, respect and fairness.

The Equality Act requirements state that discrimination against the following protected characteristics is unlawful: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

KCG 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 Complaints and/or Disciplinary Procedures, and any 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. For more information please see KCG's Complaints Policy and Staff Handbook.

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.

As an organisation seeking to deliver services within a Christian context, many of our roles can only be filled by Christians, who agree with KCG's statement of faith. 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. Relevant responsibilities include: senior leadership or management of a Christian organisation; teaching or promoting the Christian faith; evangelism; leading or participating in worship, prayer or bible-study. All staff in these posts may be required to demonstrate a clear personal commitment to the Christian faith, including KCG's statement of faith. We will ensure that 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 agree with KCG's statement of faith.