



**ICKENHAM UNITED REFORMED CHURCH**  
Swakeleys Road, Ickenham, Middlesex, UB10 8BE  
Telephone: 01895 634280

**Covenanted with St Giles' Church of England, Ickenham**



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## EQUAL OPPORTUNITIES POLICY STATEMENT (Church Meeting on 30<sup>th</sup> June 2004)

1. The Ickenham United reformed Church, as employer and provider of community facilities and activities, is committed to a policy which is intended to ensure equality of opportunity and treatment for:
  - All job applicants and employees when they are considered for jobs, in their day-to-day work and in matters of training;
  - All people who are in any way involved with the Church, whether as users or supporting the running of the facility.
2. In making this policy, the Church declares its opposition to people being discriminated against because of:
  - **Race, colour, ethnic or national origin**
  - **Sex or sexuality**
  - **Marital status**
  - **Disability**
  - **Religious beliefs**
  - **Political beliefs**
3. The Church will promote this policy of equality, as both a legal and social obligation. The effectiveness of the policy will be monitored and action will be taken in the event of any discrimination being identified.
4. There must be no discrimination of any kind, conscious or inadvertent, by the Church as employer, or by those working for it, either in their working environment or in access to, or the provision of services.
5. A commitment and adherence to this policy is a condition of employment for all employees and for all others involved with the Church in related capacities. Failure to adhere to the policy will be treated as a serious breach of the Church's principles and practices and could result in dismissal.
6. Any person who has a complaint about unfairness or discrimination in their dealings with the Church should contact the Church Secretary.