

Equal Opportunities Policy



‘... in Christ Jesus you are all children of God through faith. As many of you as were baptized into Christ have clothed yourselves with Christ. There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus.’

Galatians 3. 26-28

Equal Opportunities is central to Christianity because it is central to our identity in Christ once we have been baptised. Following baptism of primary identification is that of being with Christ and of being in Christ. Being one with Christ and one with our brothers and sisters in Christ precedes all other identities and relationships, as these are now to be understood in the light of our being in Christ. In Christ we find equality and our calling as Christians and as churches is to live in the light of that reality.

The Parish of Wanstead is made up of people with a wide variety of theologies and understandings. This policy sets out our commitment to work within what is currently permitted by the Church of England in order to be an organisation that is as diverse, equal and inclusive as we can make it.

We are committed to being an equal opportunities employer and manager of volunteers. We aim to create a supportive and inclusive environment where each person, in all their unique differences, feels a sense of belonging and can flourish, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity.

We believe that churches are communities of God’s people and recognise that all people are of equal importance in the eyes of God. We are committed to the principles and practices of equality – fairly and consistently treating each person according to their diverse needs and valuing our differences.

We will not discriminate or treat any individual less favourably on the grounds of sex, gender reassignment, race, disability, age, sexual orientation, religion or belief, marriage and civil partnership and pregnancy and maternity. We will challenge discrimination in accordance with the Equality Act 2010.

Sometimes we have to treat people differently, for example in order to accommodate a disability or to meet occupational requirements for a position. Some posts may give rise to an Occupational Requirement that the post-holder has a commitment to the Christian faith. This policy is intended to address unlawful discrimination.

Date approved by PCC: 16th September 2026

Date of next review: September 2027