

Equal Opportunities Statement

New Life [Scunthorpe] is a Christian organisation committed to social justice and actively opposed to discrimination in society.

NL [S] seeks to provide services on a fair and equitable basis. Services are provided taking into account the needs of the community and our adherence to our ethos statement.

As an employer NL[S] aims to ensure that no job applicant or staff member receives less favourable treatment on the grounds of sex, marital status, race, colour, nationality, ethnic origin, disability, age or sexual orientation*.

Entry to employment and promotion or change of post is determined by personal merit and ability relevant to the mandate, ethos & values of NL[S].

NL[S] aims to ensure that people with disabilities are given equal opportunity to enter employment. In doing so, it will fully consider reasonable adjustments to working practices, equipment and premises to ensure that a disabled person is not put at a substantial disadvantage due to their disability. In addition, when staff members become disabled in the course of their employment, every effort will be made through reasonable adjustment, retraining or redeployment to enable them to remain in the employment of NL[S] as long as they are still able to reflect its Mandate, Ethos & Values.

NL[S] is a Christian organisation committed to building Jesus' model of the Kingdom of God on earth. Accordingly, as a Christian organisation, there are posts which can only be filled by Christians. They are noted overleaf and kept under regular review. The nature of these posts or the context in which they are carried and their link to the ethos of the organisation give rise to a genuine occupational requirement (GOR) for the post-holders to be Christians. All staff in these posts are required to adhere to the New Life Partnership statement .

It is the intention of NL[S] that no individual or organisation connected with its activities shall hinder the positive implementation of this policy. Any form of discrimination, other than where legally allowed within the Employment Equality (Religion or Belief) Regulations 2003, is unacceptable to NL[S].

Any employee may use the grievance procedure to complain about discriminatory conduct. No individual will be penalised for raising such a grievance unless it is proved to be untrue or made in bad faith. Any complaints will be fully investigated.

Any discrimination or harassment proven to have taken place will be regarded as misconduct for the purposes of disciplinary procedures.

- see statement on Genuine Occupational Requirement [G.O.R]

G.O.R

Genuine Occupational Requirements [G.O.R]

Christian filled posts

All the programmes and ministries of New Life [Scunthorpe] will be distinctively Christian. Therefore there will be many occasions where there is a Genuine Occupational Requirement for a vacant post to be filled by a Christian who adheres to the Ethos, Values and Partnership statement of the organisation.

Where this is the case it will be shown in the Job Description.

Sexual Orientation

The Employment Equality (Religion or Belief) Regulations 2003 outlaw discrimination on the grounds of sexual orientation within employment Practices.

However there are two exceptions within the Sexual Orientation Regulations that allow employers to discriminate on the grounds of sexual orientation. For both exceptions there has to be a genuine occupational reason that relates to the requirements of the job for a post-holder to be of a particular sexual orientation.

New Life [Scunthorpe] will avail itself of these exceptions wherever the post has a G.O.R requiring it to do so.

The first exception is what is known as a “general exception”. This exception can be used if the context and nature of the job need the post-holder to be of a certain orientation e.g. for counselling on sexuality.

The second exception is more specific where the employer wishes to “apply a requirement related to sexual orientation” e.g. lifestyle and behaviour. This exception allows the employer to discriminate on the grounds of sexual orientation where the lifestyle or behaviour is a G.O.R.

New Life [Scunthorpe]’s Ethos Statement clearly shows the link between “what we are” and “what we do”. Our distinctively Christian ethos will require a G.O.R in most posts which reflects sexual orientation in keeping with biblical teaching.