

**PAROCHIAL CHURCH COUNCIL OF ST BARTHOLOMEW GREAT  
GRANSDEN (GREAT GRANSDEN PCC)**

**EQUAL OPPORTUNITIES POLICY**

Great Gransden PCC is committed to implementing and promoting equal opportunities in its activities and practice. It will not tolerate discrimination on the basis of Race, Gender, Disability, Age, or any other basis. It accepts the responsibility of promoting equal opportunities and challenging discrimination wherever it occurs.

Great Gransden PCC will bring to the attention of all church workers, members of the congregation and visitors the existence of this policy, and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it.

If any church worker, member of the congregation or visitor feels that they have been, or are being discriminated against or bullied, in any way, they are entitled to pursue the matter with the PCC. All instances or complaints of discriminatory behaviour or bullying will be treated seriously. Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

**Disabled Access**

Great Gransden PCC will endeavour to ensure, as far as is practicable, that all the premises it uses have disabled access.

**Sexual Harassment**

No church worker, member of the congregation or visitor should be subject to sexual harassment.

When a child or a vulnerable adult is involved, the matter comes under our Safeguarding policy and must be reported immediately to the Safeguarding Co-ordinator (Philip George).

If no child or vulnerable adult is involved and it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the church worker, member of the congregation or visitor who is the recipient of the behaviour will be entitled to make a formal complaint. This should be made to the Priest in Charge.

**Monitoring and Review**

Great Gransden PCC will review this policy every year.

Adopted by the PCC on 5 May 2019

Rachel Fogg, Secretary to Great Gransden PCC