

Churches and Industry Group Birmingham and Solihull
EQUAL OPPORTUNITIES POLICY

CIGB is striving to be an equal opportunities organisation. Therefore, we will aim to treat all workers and volunteers equally.

There will be no discrimination in respect of marital status, gender, sexuality, disability, age, colour, race, nationality, religion, ethnic or national origins.

However, there are exceptions allowed within the job application process in situations where being of a particular religion or belief is a genuine and determining occupational requirement. (Employment, Equality (Religion or Belief) Regulations 2003.)

The basis for appointment to a chaplaincy post is a balance between CIGB's considered opinion of the applicant's suitability, the Individual's own sense of appropriateness and the Host organisation's opinion.

All chaplains have a legal and moral obligation not to discriminate against any individual or group of individuals. Anyone found to be discriminating will face disciplinary proceedings.

Chaplains should report incidents of discrimination to CIGB and/or the host organisation.

WORKING WITH OTHER TRADITIONS AND FAITHS

Chaplains must have respect for the different traditions and practices they find in other Christian Denominations, and with believers of other faiths.

The chaplaincy role is to be present with whoever they meet and whoever is in need, not just those who do things in a familiar manner.

Chaplains should familiarise themselves with the practices of those faith groups which they are likely to meet, and especially things that may inadvertently cause offence (eg men talking to women & vice versa, touching with the left hand etc).

Pastoral responsibility for everyone in a particular place, and praying for all individuals is a chaplaincy habit; leaders of other faiths may not naturally work that way. So Christian chaplains may find they take the lead in many local matters but in all cases it is important to remember to take account of all those involved of other traditions and faiths.

We work with others and share common ground in inter-faith activity.