



Equal Opportunities Policy

1. Introduction

WorkCare West Midlands (WWM) is a charity providing workplace chaplaincy in the West Midlands and Warwickshire.

WWM strives to be an equal opportunities organisation. Therefore, we will aim to treat all workers and volunteers equally. WWM is committed to equal opportunities and avoiding discrimination.

2. Definitions

Equal opportunities are the right to be treated without discrimination, especially on the grounds of race, sex, sexuality, age, religion or disability.

3. Objectives

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.)

WWM expects that any church-based people seconded to work under WWM's auspices will be appointed, and continue to hold their position, according to the Equal Opportunities Policy currently in force within that church. There is a similar expectation of volunteer Associate Chaplains.

4. Scope

Much of WWM's work is carried out by its chaplains in various industrial and commercial workplaces. Each chaplain must be aware of the Equal Opportunities Policy in force within the organisations they visit.

It is a particular feature of Christian workplace ministry that chaplains may need to:

- a. Informally raise any concerns over a failure to properly implement an Equal Opportunities Policy
- b. Draw attention to any possible inadequacies in a Policy.
- c. Provide impartial and confidential pastoral support for any people who feel that they have been unfairly dealt with in the context of Equal Opportunities, but recognising that under employers' disciplinary procedures, the employee will normally be accompanied at formal interviews by a Trade Union representative or a work colleague and not by the chaplain.

5. Recruitment

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

All Chaplains are asked to comply with the WWM's statement of faith



The basis for appointment to a chaplaincy post is a balance between WWM'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 in accordance with WWM's disciplinary policy. Chaplains should report incidents of discrimination to WWM and/or the host organisation.

6. Working With Other Traditions and Faiths

Chaplains must have respect for the different traditions and practices they find in other Christian Denominations, and those of 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 (e.g. men talking to women & vice versa).

7. Review

This policy will be reviewed annually, or more frequently if required, to ensure it remains relevant and effective.

8. Conclusion

WWM, its employees, volunteers and trustees acknowledge the importance of providing an equal opportunities workplace and avoiding discrimination.

Approved by: WorkCare West Midlands Trustees 9 September 2024

Next Review Date: on or before 1 August 2025