

Estuary and Mountain Mission Area

Equal Opportunities Policy

It is the policy of the Mission Area to promote a culture of dignity, respect and fairness for all its members. Estuary and Mountain Mission Area recognises the gifts, talents and vocations of all lay and clergy members.

The Mission Area is committed to ensure:

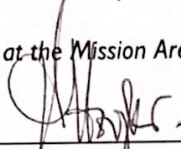
- Equality of access to participate in the full life of the Mission Area.
- Promotion of an understanding of equality issues within the Church in Wales and the wider community.
- Equality of access to employment by the Mission Area Conference.
- Equality of opportunity for representation on the Mission Area Conference and Church Committees.
- Equality of access to all pastoral, evangelistic, social and ecumenical activities across the Mission Area.

The law provides for the Mission Area to discriminate in certain circumstances where not to do so would cause offence to a substantial minority of its members. In this context the Mission Area will as far as it is reasonable to do so and where the law allows:

- Act positively to redress the inequalities faced by minority groups within the Church in Wales.
- Promote equal opportunity in all relevant policy considerations including the allocation of resources.
- Seek to counteract the effects of discrimination through the language and images it uses.
- Keep practices, policies and procedures under review to ensure that minority groups are not treated less favourably.
- Encourage all its clergy, members and, employees and others acting on its behalf to work towards the elimination of practices and attitudes which may be considered discriminatory.

The Mission Area Conference will monitor the application of this policy and will encourage the introduction of positive action if it appears that the policy is not fully effective.

Approved at the Mission Area Conference on 6th September 2022.



The Rev'd Anne Hooper
Mission Area Leader