



Equal Opportunities Policy

At Long Buckby and Brington Baptist Church we are committed to treating all people with dignity and respect, whether employees, volunteers, suppliers, contractors or those who visit our premises. We are committed to taking steps to ensure that disabled persons are not prevented from involvement in the life of the church or from attending events by reason of disability, whether seen or unseen.

We seek to be led in all our dealings by the teachings of Jesus, summarised in his commandment 'to love the Lord our God with all our heart, soul, mind and strength and to love our neighbour as ourself' (from the Bible: Matthew 22: 37-39). In recognising that all of humanity is precious to God, we recognise the equal worth of every individual, every one of whom is in need of His forgiveness and grace. 'There is neither Jew nor Greek, slave nor free, male nor female, for they are all one in Christ Jesus.' (from the Bible: Galatians 3:28).

We hold to a Declaration of Faith as set out in Appendix 1 but we recognise the freedom of conscience of all. Equally we humbly ask for the same in return from people who do not share our faith and values.

When filling posts in the church, whether paid or voluntary, we will follow the provisions of the Equality Act 2010 and undertake not to unlawfully discriminate. Certain posts have a genuine occupational requirement for the post holder to be a Christian who adheres to our Declaration of Faith, and this will be clearly stated at the recruitment stage. Certain posts, both paid and voluntary, require a disclosure certificate, and this will be obtained in accordance with our Safeguarding policy.

When dealing with contractors and suppliers we will always act fairly and in accordance with our policy on expenditure approval in the Financial Controls Procedure.

Any concerns about the application of this policy should be reported to the Church Secretary.

This policy was agreed by the Church Meeting on 19 April 2023. It will be reviewed annually.

Long Buckby & Brington Baptist Church Declaration of Faith

There is one triune God, Father, Son and Holy Spirit;

We believe in the virgin birth, sinless life and atoning death of Jesus Christ; his bodily resurrection; ascension to heaven and eventual return to earth at the Second Coming; and the indwelling of the Holy Spirit in the believer and his continuing work of sanctification in bringing the believer to Christlikeness;

We believe that the Bible is the inspired word of God and the final authority in all matters of faith and practice;

We believe that the universal sinfulness and guilt of fallen men and women is dealt with through the atoning death of Christ on the cross, and that the sinner is redeemed and inherits eternal life through faith in Christ, who “commands all people everywhere to repent” (Acts 17:30);

We believe that the church is the body of Christ, of which every Christian is a member, and that the church is the priesthood of all believers;

We practise Christian baptism, by immersion in water in the name of the Father, the Son and the Holy Spirit, of those who have professed repentance towards God and faith in our Lord Jesus Christ who “died for our sins according to the Scriptures, was buried and rose again the third day” (1 Corinthians 15:3-4);

We hold that it is the duty of every disciple to bear personal witness to the gospel of Jesus Christ, to take part in the evangelisation of the world and to seek to “live a life worthy of the calling you have received” (Ephesians 4:1).