

Church Policies

Equality, Diversity, & Inclusion Policy

Policy Statement

- Bourne Baptist Church believes that all people are equal before God and equally loved by God as proclaimed in the scripture.



For this reason I kneel before the Father, from whom every family in heaven and on Earth derives its name.

Ephesians 3:14-15

- Therefore, all the activities, groups, social events and the pastoral care support we offer are open to all regardless of age, gender, race, disability, economic status, sexual orientation, faith/non-faith or ex offender and every effort will be made to ensure that activities are as inclusive as possible.
- Membership of Bourne Baptist Church as per our CIO constitution is open to those who have professed faith in Jesus Christ and have indicated acceptance of the Church Statement of Faith, and a willingness to participate in the activities of the church. They must also have been baptised in the manner described in the Baptist Union's Declaration Principle and accepted in accordance with the Church Rules and Constitution.
- As a faith organisation with a Christian purpose and ethos, we reserve the right to apply an occupational requirement to employ Christians for Church roles that represent Bourne Baptist Church. Occupational requirements will therefore apply to the paid positions of Pastors, Children & Youth Workers, and the Ministry Support Worker (Administrator).
- This policy was adopted at the Church meeting on the **14th October 2025** and will be reviewed every two years.

Person 1

Person 2

Signed

Role

Date



1. AGE

Bourne Baptist Church will ensure that church services and activities are as all age and inclusive as possible, valuing the skills, talents and Spiritual gifting of both the older and younger people who attend our services.

Where appropriate teaching groups will be set up to provide differentiated material appropriate to support biblical understanding and growth. E.g. Sunday Club, Youth Groups, Life Groups. We will also endeavour to provide pastoral care and support relevant to different age and need.

E.g. Toddle In, Coffee mornings.

2. GENDER

Gender Bourne Baptist Church will ensure that the skills, talents and Spiritual gifts of all, regardless of gender, are exercised and valued.

3. RACE

Bourne Baptist Church will not tolerate the discrimination of anyone on the grounds of race.

4. DISABILITY

Bourne Baptist Church will make every effort to ensure that amenities and premises access is provided for those with disabilities to enable participation in all Church services, activities and meetings.

5. ECONOMIC STATUS

Although financial support for the church is encouraged there is no requirement that people must give financially to the church. Where special trips are organised that require substantial financial contribution (e.g. Satellites Event Youth Festival) then it is possible for people to receive financial assistance from the church's benevolent fund at the discretion of the Lead Pastor and Treasurer.

6. SEXUAL ORIENTATION

Bourne Baptist Church will ensure that the skills, talents, and Spiritual gifts of all, regardless of sexual orientation, are exercised and valued.

7. FAITH / NON-FAITH

Bourne Baptist Church services, activities and pastoral care are available to all who are associated with the church.

8. EX-OFFENDERS

As a body of sinners who have been saved by God's grace we believe in forgiveness and welcome people to serve the church on the basis of the right mix of talent, skills, character, potential and call of God, including those with criminal records. It is, however, our duty to protect those who are vulnerable amongst us and therefore as a church use the Disclosure and Barring Service (DBS) checks to assess an applicant's suitability for positions of trust. We undertake not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information received and will invite the Baptist Union's National Safeguarding Team to advise us in the appointment process when necessary.

