



Rutherglen United Reformed Church believes that all people are created in God's image and are loved by God. In his ministry Jesus showed God's love by his openness to all people, including those who were marginalized in his day.

Rutherglen United Reformed Church affirms its commitment to show the same openness to all people in today's world. It intends in spirit and in deed to promote equality of opportunity and diversity in all spheres of its activity and is committed to behaving as an equal opportunity organisation. It acknowledges that people are called to be diverse and lively, inclusive and flexible through the sharing of the gospel.

Exclusion and discrimination can occur on many grounds including those recognised in law, gender, gender reassignment, sexual orientation, religious beliefs, colour, ethnic or national origin, age, marital status and disability. Rutherglen United Reformed Church seeks to eradicate discrimination in these areas by endeavouring to:

- Build inclusive communities where all will be treated with dignity and respect and have equality of opportunity to contribute their gifts to the common life
- Identify and remove barriers to participation in employment, training, promotion, leadership and representation on church committees and in the attitudes and actions of this congregation
- Take positive action to counter attitudes and practices contrary to this statement of intent
- Define within the law when being of a particular religion or belief is or is not a requirement for any post within the church
- Develop detailed procedures to give effect to these requirements and Monitor and report on progress in fulfilling these requirements

Signed :

Date : JUNE 08