

B. SAFEGUARDING WITHIN THE DIVERSITY OF THE CHRISTIAN FAMILY

The Seventh-day Adventist Church is committed to being to be an organisation that is as diverse, equal and inclusive as we can make it within the biblical values of love, compassion, truth and justice. We believe that the church is the community of God's people and recognise that all people are of equal importance in the eyes of God. We are committed to the principles and practices of equality – fairly and consistently treating each person according to their diverse needs and valuing one another despite differences.

Under the Equality Act 2010, there are 9 protected characteristics which are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The legislation aims to protect individuals in the workplace from discrimination and harassment specifically relating to these protected characteristics. This protection includes recruitment, training and promotion, pay and benefits, performance management, redundancy and dismissal.

The Seventh-day Adventist Church is committed to being an equal opportunities employer and to creating a supportive and inclusive environment where each person can feel a sense of belonging and can flourish.

Safeguarding and child protection require us to make sensitive and well-informed judgements about a child's needs, a parent's ability and an adult's capacity in any given circumstance. It is important that we are sensitive to differing family patterns and lifestyles that vary across different ethnic and cultural groups within our churches. We must also be aware of the broader social factors that serve to discriminate against people from ethnic communities or particular groups, e.g. recent migrant groups or adults with learning disabilities.

Christians should guard against myths and stereotypes, whether positive or negative, that would in any way obstruct them from treating every individual and situation with objectivity and the highest respect for individuals created in the image of God.

We strive to cultivate a healthy organization that supports our mission to share God's love by valuing integrity, respect, responsibility, trust, servant leadership, valuing people, inspiring hope, transforming lives.