



## Training Session in Equality for All using the United Reformed Church Equal Opportunities Policy 2008

The intention of this outline is for use at a training session for Church or Elders Meeting or as part of a church training day.

The purpose of the day is to 'Take positive action to counter attitudes and practices contrary to this statement of intent' (Quotation from the Policy)

### Opening Worship

Use the Introduction and the Statement of intent (para's 1 & 2) from the Equal Opportunities Policy 2008 to create opening worship, which sets the scene for the session. Give plenty of time for this.

### Inclusive Community

Based on:

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;

What does it mean to be or to build an inclusive community?

Who are the "all" that are welcome?

*Put up the answers on a flipchart so that you can refer back to them throughout.*

### Discrimination

Get people into groups to discuss the following

"What are the experiences of discrimination that you know of (personal or wider) from employment/community/church?"

All together share what people have learned from their discussion and then have a quiet space for reflection.

### Positive Actions

Hand out the Policy Statement and ask the following.

What positive actions can we take to reinforce this policy?

*Come back to the flipchart answers.*

Hopefully, at the end, everyone will feel positive and there will be actions to take forward.