



ST ALBANS MASORTI SYNAGOGUE

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SAMS Equal Opportunities Policy

Rabbi: Rafael Kaiserblueth

Co-Chairs: Alan Green, Paul Hoffbrand **Hon Treasurer:** Simone Freedman **Hon Secretary:** Susan Hamilton

Trustees: Sarah Grant, Moira Hart, Darren Marks, Liz Oppedijk, Simon Samuels, Marcus Shapiro

Charity Registration Number: 1118649 **Company Limited by Guarantee with Company Number:** 6131892

Registered office: Harben House, Harben Parade, Finchley Road, London, NW3 6LH



ST ALBANS MASORTI SYNAGOGUE

SAMS' Purpose

St Albans Masorti Synagogue – SAMS – is a centre for Jewish life in St Albans and the surrounding area. As a Masorti community we are inspired by the Jewish traditions of our ancestors and aware of our responsibility to our descendants.

Our aim is to grow and to provide more and better services for our members without losing the warmth and friendship that is so important to all of us.

- ✧ We look for opportunities to **connect** to members and potential members; we aim to welcome them warmly and give them a sense of belonging to the community.
- ✧ We come together to **celebrate**: to pray, play, support and care for one another and to take our part in the healing of the world.
- ✧ We **educate** our members, from pre-school to adults, to deepen their knowledge of and commitment to Jewish life and community.
- ✧ We **depend** on the participation and involvement of our members for our continued growth.

Policy

St Albans Masorti Synagogue (SAMS) recognises that everyone has a contribution to make to our community and a right to equal opportunity. No job applicant or employee will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief - with the exception of certain positions such as the Rabbi who should be affiliated to the Rabbinical Assembly and possibly the Administrator;
- age

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees (whether part-time, full-time, temporary or consultant/service provider) and members will be treated fairly and with respect.
- Membership of the community will be open to those defined by our constitution.
- All paid vacancies will include a statement on equal opportunities and be advertised in the following order:
 - 1) internally to our members
 - 2) to the wider Masorti movement
 - 3) as a last resort, externally.
- Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All selection/rejection decisions will be recorded.
- All employees will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation. As far as is reasonably possible the same will apply to members who volunteer to help.
- All employees/members have a moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Co-Chairs.



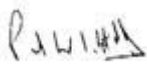
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Our commitment:

- To create an environment in which individual differences and the contributions of all our staff and members are recognised and valued.
- Every employee and member is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- As far as reasonably possible, training, development and progression opportunities are available to all staff/members.
- Equality is good management practice and makes sound sense.
- Breaches of our equality policy by members of staff or consultants/service providers could be regarded as misconduct and may lead to disciplinary proceedings or, in the case of consultants/service providers, lead to the cessation of their services.
- This policy is fully supported by the Trustees and Officers of SAMS and has been agreed with the employees and paid service providers/consultants as at the date of this policy.
- The policy will be monitored and reviewed annually.
- The successful implementation of this policy depends on the awareness and commitment of all staff, members, Trustees and Officers. Hence, all existing and new:
 - Staff
 - Members
 - Trustees and Officers
 - Other interested people

will be made aware of its existence and on joining the community.

Name Paul Hoffbrand Position Co-Chair

Signed  Date 22nd October 2013