

Genuine Occupational Requirements



29-JAN-26

Emmanuel Baptist Church Swanage

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Introduction

Overview

What does EBC look for in a leader, what is important?

Issue Status and History

Status

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| Policy | Genuine Occupational Requirements |
| Number | EBC-12 |
| Primary Responsibility | James Davies, Richard Docherty, Graham Holliday, Alison Snell |
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History

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| 2 nd May 2025 | Draft moved to EBC template |
| 18 th November 2025 | Revised after discussions with church members |
| 29 th January 2026 | Approved at church meeting dated 28 th Jan |

Employment in positions of key leadership within EBC

Anyone appointed to pastoral or teaching leadership role within EBC must, because of the core nature and beliefs of EBC, be a Christian believer and able to subscribe to EBC's Articles of Faith. EBC also believes that those appointed to such a leadership role, in which teaching the practical working out of Christian faith, as revealed in the Bible, is integral, should reflect that faith in their own pattern of life; that they may model Christian discipleship to both church and society. To this end we state the following as genuine occupational requirements for such a position, so that any person applying for or in a pastoral or teaching leadership role has a life and faith which is in harmony with the position and beliefs of EBC:

Whilst the applicant/leader may be of either sex, he or she should present in the gender that reflects their birth sex.

We recognise the gifts of singleness and marriage. The applicant/leader should either be single, or married to one spouse of the opposite sex. Divorce (with or without remarriage) is not necessarily a barrier to appointment, but the matter would need to be discussed in an appropriate setting. There should be no evidence of behaviour to cause a suspicion of sexual impropriety, which is contrary to the beliefs of EBC as set out in our church documents.

The applicant/leader should not currently be subject to any uncontrolled addiction, whether to substances (e.g. drugs or alcohol) or behaviour patterns (e.g. gambling or pornography). If there has been such behaviour in the past, he or she should have addressed any harm caused to him/herself or others.

The applicant/leader must be careful to avoid any abusive behaviour (whether physical, sexual, psychological or spiritual) and there should be no evidence which would cause any suspicion of any such abusive behaviour or bullying.

The applicant/leader must have financial probity: no out-of-control debt, a willingness to be fully accountable for church money entrusted to him/her and complete integrity in dealing with the financial affairs of others.

Where the applicant/leader has been aware of abuse (of whatever nature) which has been caused by others in the past, he or she should have a track record of having dealt with it appropriately without any attempt either to cover it up or to delay it being reported and investigated.

The applicant/leader should have no other behaviour (whether current or in the past) that could bring EBC into disrepute, among the wider Christian community, or in society at large.

We ask that applicants to any key leadership role within EBC are happy to live in conformity to these requirements. When references are taken up, referees will be asked to tell EBC if there are any concerns in the areas listed. If such concerns arise when a pastoral or teaching leader is in post, he or she needs to understand that this may lead to action being taken, which in the case of employees could include formal disciplinary action.

We also recognise that the gospel is one where we rejoice in God's forgiveness and grace to start again. Past behaviour that does not conform to the above, but which has been openly confessed, repented of and forgiven, is not necessarily a barrier to appointment but, in contrast, may gloriously demonstrate the power of the gospel to change lives.