

Calvary Chapel York Lettings Policy

Introduction

Calvary Chapel York is an independent evangelical church that was founded in 1997 and is affiliated to the world-wide Calvary Chapel movement of churches. Calvary Chapel York is a Company Limited by Guarantee (No. 07401663) registered in England as a charity (No. 1139213) – for more information, refer to Articles of Association of Calvary Chapel York. Calvary Chapel York owns the block of property that has its frontage onto Barbican Road, York: the 4-11 Barbican Road terrace of houses, the Sanctuary, the Chapel, the Courtyard and all the other buildings surrounding the courtyard.

Calvary Chapel Bible College York is part of Calvary Chapel York and runs 15 week residential courses which start at the beginning of February and beginning of September. Outside of semesters i.e. from the middle of May to the end of August and from the middle of December to the end of January, the property is available for the use of people who subscribe to the doctrine (see below) and policies of Calvary Chapel York.

Doctrine of Calvary Chapel York

What the Bible teaches is the basis for all the doctrine of Calvary Chapel York:

- The Ten Commandments, as given to Moses, form the basis for rightly relating to God and to our fellows.
- As Jesus explained to his followers in the context of the New Testament, we are to: “Love the Lord your God with all your heart and all your soul and all your mind and all your strength” and “Love your neighbour as yourself”.
- The Apostle Paul in his first letter to the Corinthian church recognised that it included in its membership those who had once been fornicators, idolaters, adulterers, homosexuals, thieves, drunkards and extortioners. However having come to Christ they had been cleansed from their past and through the power of the Holy Spirit enabled to live lives in compliance with Biblical teaching

Calvary Chapel York statement of belief

Calvary Chapel York is a fellowship of Christians, who believe in the authority of Scripture as inspired by the Holy Spirit. It has been formed as a fellowship of believers under the Lordship of Jesus Christ. Our supreme desire is to know Christ and to be conformed into His image by the power of the Holy Spirit.

We believe that the only true basis of Christian fellowship is Christ's (agape) love, which is greater than any differences we possess, and without which we have no right to claim ourselves Christians.

We believe worship of God should be inspirational. Therefore, we remain flexible and yielded to the leading of the Holy Spirit to direct our worship.

We believe worship of God should be intelligent. Therefore, our services are designed with great emphasis upon the teaching of God's Word that He might instruct us how He should be worshipped

We believe that the worship of God should be fruitful. Therefore, we look for His love in our lives as the supreme manifestation that we have been truly worshipping Him.

We believe in the present ministry of the Holy Spirit. By His indwelling, the Christian is enabled to live a godly life, and to be a witness for Christ. We also believe that His power, gifts, and enablement are available to all believers today.

We believe in the inerrancy (free from error) of Scripture, therefore, our ministry emphasizes the exposition of God's Word from Genesis to Revelation, line upon line, precept upon precept.

Use of the facilities of Calvary Chapel York

It is the policy of Calvary Chapel York that all activities taking place within the Church property, that is the 4-11 Barbican Road terrace of houses, the Sanctuary, the Chapel, the Courtyard and all the other buildings surrounding the courtyard should be in conformity with the clear teaching of the Bible. We want our property to represent the loving character of God to all those who visit us or use our premises. We believe that all our premises, whether the public rooms or the residential apartments, have an invitingly warm & friendly feel to them. We hope that, as you use our facilities, you will do what you can to preserve their character by taking care of them and keeping them clean. The following will not be tolerated:

- Smoking
- Use of any illegal drugs
- Excessive alcohol consumption resulting in drunkenness

For safety reasons, lighted candles should not be used in the apartments and it is also against our rules to burn incense in them.

Dormitory accommodation during semesters is segregated between men and women and will be let to groups on the same basis.

We also believe that it is the clear and unambiguous teaching of the Bible that all sexual relationships are to be confined to within marriage between a man and a woman and it is the policy of the church not to accept bookings from, or to provide accommodation for, any couples who do not satisfy this requirement.

References

Articles of Association of Calvary Chapel York

Christian Legal Centre's Guide to the Equality Act 2010: Religious Organisations and the 'Provision of Services'

Appendix I: Equality Act 2010 Part 2 Chapter 1 Section 10 Religion or belief

Appendix II: Equality Act 2010 Schedule 23 General Exceptions

1. Organisations relating to religion or belief
2. Communal accommodation

Appendix III: Equality Act 2010 Explanatory Notes

Equalities Act 2010

Part 2 Equality: key concepts

Chapter 1 Protected Characteristics

Section 10 Religion or belief

(1) Religion means any religion and a reference to religion includes a reference to a lack of religion.

(2) Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.

(3) In relation to the protected characteristic of religion or belief—

(a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular religion or belief;

(b) a reference to persons who share a protected characteristic is a reference to persons who are of the same religion or belief.

Schedule 23 General Exceptions

1. Organisations relating to religion or belief

- (1) This paragraph applies to an organisation the purpose of which is—
 - (a) to practise a religion or belief,
 - (b) to advance a religion or belief,
 - (c) to teach the practice or principles of a religion or belief,
 - (d) to enable persons of a religion or belief to receive any benefit, or to engage in any activity, within the framework of that religion or belief, or
 - (e) to foster or maintain good relations between persons of different religions or beliefs.
- (3) The organisation does not contravene Part 3 (*Services & public functions*), 4 (*Premises*) or 7 (*Further & higher education*), so far as relating to religion or belief or sexual orientation, only by restricting—
 - (a) membership of the organisation;
 - (b) participation in activities undertaken by the organisation or on its behalf or under its auspices;
 - (c) the provision of goods, facilities or services in the course of activities undertaken by the organisation or on its behalf or under its auspices;
 - (d) the use or disposal of premises owned or controlled by the organisation.
- (4) A person does not contravene Part 3, 4 or 7, so far as relating to religion or belief or sexual orientation, only by doing anything mentioned in sub-paragraph (3) on behalf of or under the auspices of the organisation.
- (5) A minister does not contravene Part 3, 4 or 7, so far as relating to religion or belief or sexual orientation, only by restricting—
 - (a) participation in activities carried on in the performance of the minister's functions in connection with or in respect of the organisation;
 - (b) the provision of goods, facilities or services in the course of activities carried on in the performance of the minister's functions in connection with or in respect of the organisation.
- (6) Sub-paras (3) to (5) permit a restriction relating to religion or belief only if it is imposed—
 - (a) because of the purpose of the organisation, or
 - (b) to avoid causing offence, on grounds of the religion or belief to which the organisation relates, to persons of that religion or belief.
- (7) Sub-paras (3) to (5) permit a restriction relating to sexual orientation only if it is imposed—
 - (a) because it is necessary to comply with the doctrine of the organisation, or
 - (b) to avoid conflict with strongly held convictions within sub-paragraph (9).
- (8) In sub-para (5), the reference to a minister is a reference to a minister of religion, or other person, who—
 - (a) performs functions in connection with a religion or belief to which the organisation relates, and
 - (b) holds an office or appointment in, or is accredited, approved or recognised for the purposes of the organisation.
- (9) The strongly held convictions are—
 - (a) in the case of a religion, the strongly held religious convictions of a significant number of the religion's followers;

- (b) in the case of a belief, the strongly held convictions relating to the belief of a significant number of the belief's followers.
- (11) In the application of this paragraph in relation to sexual orientation, sub-paragraph (1)(e) must be ignored.
- (12) In the application of this paragraph in relation to sexual orientation, in sub-paragraph (3)(d), "disposal" does not include disposal of an interest in premises by way of sale if the interest being disposed of is—
 - (a) the entirety of the organisation's interest in the premises, or
 - (b) the entirety of the interest in respect of which the organisation has power of disposal.
- (13) In this paragraph—
 - (a) "disposal" is to be construed in accordance with section 38;
 - (b) "public authority" has the meaning given in section 150(1).

2. Communal accommodation

- (1) A person does not contravene this Act, so far as relating to sex discrimination or gender reassignment discrimination, only because of anything done in relation to—
 - (a) the admission of persons to communal accommodation;
 - (b) the provision of a benefit, facility or service linked to the accommodation.
- (2) Sub-paragraph (1)(a) does not apply unless the accommodation is managed in a way which is as fair as possible to both men and women.
- (3) In applying sub-paragraph (1)(a), account must be taken of—
 - (a) whether and how far it is reasonable to expect that the accommodation should be altered or extended or that further accommodation should be provided, and
 - (b) the frequency of the demand or need for use of the accommodation by persons of one sex as compared with those of the other.
- (4) In applying sub-paragraph (1)(a) in relation to gender reassignment, account must also be taken of whether and how far the conduct in question is a proportionate means of achieving a legitimate aim.
- (5) Communal accommodation is residential accommodation which includes dormitories or other shared sleeping accommodation which for reasons of privacy should be used only by persons of the same sex.
- (6) Communal accommodation may include—
 - (a) shared sleeping accommodation for men and for women;
 - (b) ordinary sleeping accommodation;
 - (c) residential accommodation all or part of which should be used only by persons of the same sex because of the nature of the sanitary facilities serving the accommodation.
- (7) A benefit, facility or service is linked to communal accommodation if—
 - (a) it cannot properly and effectively be provided except for those using the accommodation, and
 - (b) a person could be refused use of the accommodation in reliance on sub-paragraph (1)(a).
- (8) This paragraph does not apply for the purposes of Part 5 (work) unless such arrangements as are reasonably practicable are made to compensate for—
 - (a) in a case where sub-paragraph (1)(a) applies, the refusal of use of the accommodation;
 - (b) in a case where sub-paragraph (1)(b) applies, the refusal of provision of the benefit, facility or service.

Equality Act 2010 Explanatory Notes

Commentary on Schedule 23

EFFECT

990. Paragraph 2 provides an exception for religious or belief organisations with regard to the provisions in the Act relating to services and public functions, premises and associations.

991. The types of organisation that can use this exception are those that exist to: practice, advance or teach a religion or belief; allow people of a religion or belief to participate in any activity or receive any benefit related to that religion or belief; promote good relations between people of different religions or beliefs. Organisations whose main purpose is commercial cannot use this exception.

992. The exception allows an organisation (or a person acting on its behalf) to impose restrictions on membership of the organisation; participation in its activities; the use of any goods, facilities or services that it provides; and the use of its premises. However, any restriction can only be imposed by reference to a person's religion or belief or sexual orientation.

993. In relation to religion or belief, the exception can only apply where a restriction is necessary to comply with the purpose of the organisation or to avoid causing offence to members of the religion or belief whom the organisation represents.

994. In relation to sexual orientation, the exception can only apply where it is necessary to comply with the doctrine of the organisation or in order to avoid conflict with the strongly held convictions of members of the religion or belief that the organisation represents. However, if an organisation contracts with a public body to carry out an activity on that body's behalf then it cannot discriminate because of sexual orientation in relation to that activity.

995. The exception also enables ministers of religion to restrict participation in the activities that they carry out in the performance of their functions as a minister and access to any goods, facilities or services they provide in the course of performing those functions.

BACKGROUND

996. This paragraph replicates the effect of similar provisions in Part 2 of the Equality Act 2006 and the Equality Act (Sexual Orientation) Regulations 2007.

EXAMPLES

A Catholic seminary can restrict places for students to those of the Catholic faith. This would not be unlawful religion or belief discrimination.

A Church refuses to let out its hall for a Gay Pride celebration as it considers that it would conflict with the strongly held religious convictions of a significant number of its followers. This would not be unlawful sexual orientation discrimination.

A religious organisation which has a contract with a local authority to provide meals to elderly and other vulnerable people within the community on behalf of the local authority cannot discriminate because of sexual orientation.