



Equality, Diversity & Inclusion Policy

All Saints' Church, Walsoken

Please refer to Document S&S_Doc_001 for all Safeguarding and Social requirements.

Specific Policy

This Safeguarding & Social (S&S) sub-policy considers equality, diversity & inclusion at church and is secular in nature. Religious or theological considerations of equality, diversity & inclusion are outside of the scope of this policy.

Introduction

All Saints' Church, Walsoken is committed to being a service provider that is free from unfair and unlawful discrimination.

The aim of this policy is to ensure that no congregational member or visitor receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, sex or sexual orientation. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances.

The PCC will monitor these areas and policies and practices will be amended if necessary, ensuring, as far as it possible, that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

Scope

This policy applies to all congregational members, within church buildings and at venues away from church when events are arranged by All Saints' Church, Walsoken.

Our commitment as a church

- 1) Creating an environment in which individual differences and the contributions of our congregation are recognised and valued.
- 2) Every congregational member is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- 3) Understanding equality in church is good practice.
- 4) Reviewing all our policies, customs & practices to ensure fairness.

Reference Documents

The Equality Act 2010

Procedure

Our commitment as a service provider

- 1) By providing services to our congregation regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, sex or sexual orientation, offending past, caring responsibilities or social class.
- 2) Making sure our services are delivered equally and meet the diverse needs of our congregation.
- 3) Our PCC will fully support this policy.
- 4) Selecting those for church roles purely based on aptitude and ability.
- 5) Monitoring and reviewing this policy regularly.
- 6) Having clear procedures that enable congregational members to make a complaint if they feel they have been unfairly treated.
- 7) Treating breaches of this equality, diversity and inclusion policy seriously which could lead to criminal proceedings.

Equality, diversity & inclusion concerning Age

All Saints' Church, Walsoken will.

- 1) Ensure that people of all ages are treated with respect and dignity.
- 2) Ensure that adults of all ages are given equal opportunities for church roles.
- 3) Challenge discriminatory assumptions about younger and older people.

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Equality, diversity & inclusion concerning Disability

All Saints' Church, Walsoken will.

- 1) Provide reasonable adjustments to ensure disabled people have access to the services we provide.
- 2) Challenge discriminatory assumptions about disabled people.
- 3) Seek to continue to improve access to information by ensuring availability of assistance systems.

Equality, diversity & inclusion concerning Race

All Saints' Church, Walsoken will.

- 1) Challenge racism wherever it occurs.
- 2) Respond swiftly and sensitively to racist incidents and actively promote race equality in church.

Equality, diversity & inclusion concerning Gender

All Saints' Church, Walsoken will.

- 1) Challenge discriminatory assumptions about women and men.
- 2) Take positive action to redress the effects of discrimination against women and men.
- 3) Offer equal access for women and men concerning church roles.
- 4) Provide support to prevent discrimination against transgender people who have or who are about to undergo gender reassignment.

Equality, diversity & inclusion concerning Sexual Orientation

All Saints' Church, Walsoken will.

- 1) Ensure that we don't differentiate between heterosexuals, lesbians, gay men, asexual and bisexuals etc.

Equality, diversity & inclusion concerning Pregnancy or Maternity

All Saints' Church, Walsoken will.

- 1) Ensure that people are treated with respect and dignity regardless of pregnancy or maternity.
- 2) Challenge discriminatory assumptions about the pregnancy or maternity in our congregation.
- 3) Ensure that no individual is disadvantaged and that we take account of the needs of our congregational member's pregnancy or maternity.

Equality, diversity & inclusion concerning Marriage or Civil Partnership

All Saints' Church, Walsoken will.

- 1) Ensure that people are treated with respect and dignity regardless of being in a marriage or civil partnership.
- 2) Challenge discriminatory assumptions about marriage or civil partnerships of our congregation.
- 3) Ensure that no individual is disadvantaged at church concerning marriage or civil partnership.

Equality, diversity & inclusion concerning Marriage or Civil Partnership

All Saints' Church, Walsoken will.

- 1) Prevent discrimination against our congregation regardless of any offending background (except where there is a known risk to children or vulnerable adults).

Unconscious bias

All Saints' Church, Walsoken recognises the issues of unconscious bias arising at church. Unconscious bias is opinion formed of an individual somebody without them necessarily being aware they have formed it.

There are many different forms of unconscious bias, ranging from an affinity towards those of a similar background to placing too much significance on what has been identified as a negative trait.

All Saints' Church, Walsoken will work against forms of unconscious bias in all decisions taken.

Forms

None

Diagrams

None

Appendices

None

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