

Equality, Diversity and Inclusion Policy



St Peter's Church

St Peter's Church, Newton in Makerfield celebrates and welcomes diversity in our parish and in society as a whole. Thus we are committed to encouraging equality, diversity and inclusion among our employees, volunteers and those we encounter on a daily basis, and eliminating unlawful discrimination. We welcome all people, with a positive view of age, gender, disability, race (including colour, nationality and ethnic or national origin), marriage and civil partnership, pregnancy and maternity, religion or belief, sexual orientation or gender reassignment (Equality Act 2010).

However, where there is a genuine occupational reason for a specific post, it may require the post-holder to be a practising Christian of a recognised denomination. All staff and volunteers must understand and express sympathy with the Christian ethos of St Peter's Church, Newton in Makerfield and do nothing that would be seen to undermine it.

- We will proactively promote an environment that provides equality, fairness, dignity and respect as well as equality of opportunity to all within the parish, staff, volunteers and/or members of the public. We expect our employees and volunteers to be sensitive to our Christian basis
- We recognise and accept our obligations under current discrimination legislation and will not tolerate any breaches of this Policy. We will endeavour to ensure that all our activities and other policies are in accordance with this policy
- We aim to ensure that all our staff and volunteers understand and are committed to the promotion of equality, diversity and inclusion from the time of appointment. We aim to create an environment free of bullying, harassment, victimisation and unlawful discrimination. We will ensure employees understand their responsibilities under legislation and government guidelines, by providing ongoing training and development opportunities. Anyone can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against fellow employees, other volunteers or the public in the course of their employment or volunteering
- We will take seriously complaints of bullying, harassment, victimisation and unlawful discrimination. Any such acts will be investigated and dealt with under our grievance and disciplinary procedures, and could amount to dismissal or removal from a volunteer role. We are committed to support those who have been or may be subjected to discrimination, bullying, victimisation or harassment
- Decisions concerning staff and volunteers will be based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act 2010)

- In order to make physical environments and services accessible to all, we will strive to make relevant adaptations and provide appropriate resources
- We will review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- We will monitor the make-up of our employed and volunteer workforce. This will assist in measuring the effectiveness of the Policy as well as identify training needs, gaps in service and review of practices
- We will avoid entering into contracts, partnerships or agreements with individuals, groups or organisations when it is aware that any of their policies or practices contravenes this policy