



St. ALBAN'S CHURCH TATTENHALL

EQUALITY AND DIVERSITY POLICY

Introduction

St Alban's Church is committed to an Equality and Diversity Policy which promotes equality of opportunity. We aim to foster positive attitudes to counter unconscious bias or any anti-social behaviour which works, intentionally or unintentionally, against clergy, church members, service users and those with protected characteristics.

Protected characteristics are defined under the Equality Act 2010 as disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and age (applies to over 18years).

We will eliminate discriminatory practices and customs which may threaten equality of opportunity. We will monitor our policy and pastoral role so as to broaden the perspectives of all people by helping them to understand the world in which they live.

The overall objective of this Equality Policy is to provide a framework for the church to pursue its equality duties to eliminate unlawful direct or indirect discrimination, victimization or harassment and promote equality of opportunity and encourage good relationships between people from all backgrounds and protected characteristics. The principles of this policy therefore apply to all members of the Church.

Relevant legislation and guidance

The legal and local framework for this Equality Policy is as follows:

- Equality Act 2010 and Codes of Practice
- Church Representation Rules 2017
- Children Act 2004 and Every Child Matters guidance
- St Alban's Mission Statement

Equality Aims & Values

The Church is committed to providing equal opportunities. All parishioners of the Church and Community, including children and visitors are entitled to be treated with dignity and respect, regardless of protected characteristics.

The Church aims to:

- eliminate unlawful discrimination, harassment or victimization on the grounds of protected characteristics defined in the Equality Act as: sex, gender reassignment, race, disability, sexual orientation, religion, age, maternity and pregnancy.

- Educate pupils and all members of the Church and Community to understand others and value diversity in an inclusive and secure environment, preparing them for life in a diverse society;
- enable all those involved with children to achieve the outcomes of “Every Child Matters” (stay safe, be healthy, enjoy and achieve, make a positive contribution and enjoy economic well-being); and
- actively respond to reduce any actual, potential or claimed discrimination and disadvantage.
- put in place reasonable adjustments for disabled parishioners, and other members of the Church and Community.
- recognize people with protected characteristics and behave sensitively to their social needs.

Religious Principles

As a Church of England, to maintain a strong Christian ethos and aims to build a community based on Christian values. Under the Equality Act 2010, the Church is entitled to take into account faith when making certain decisions (for example, in relation to admissions and the recruitment of staff) and some of the day to day practices within the Church may focus on Christian worship and values. However, the Church respects and practices tolerance and understanding of the religious beliefs and practice of other people in our community.

How the Church will ensure equality for protected acts and characteristics

The Church is committed to comply fully with the Equality Act 2010 and codes of practice in all areas of the church activities and services.

Unlawful discrimination

Unlawful discrimination can take the following forms: direct, indirect, by association, by perception or because of pregnancy and maternity. It occurs when you treat someone less favourably than you treat (or would treat) another person because of a protected characteristic or as a result of them making a claim under the Equality Act 2010.

The church is committed to the following:

- opposing all forms of discrimination
- Supporting members of the church and community who may want to make a claim against the church under the Equality Act 2010 by supplying information requested which is relevant to support their claim.

Harassment and victimization

- The church is committed to the following:
- opposing all forms of harassment and victimization to any member of the church and community
- will act on reports of harassment and victimization by following the church policies and procedures.
- will provide support to victims of harassment and victimization by following the church policies and procedures.

Commitment to Equality

The church's commitment to equality includes:

- Ensure church policies and procedures promote equality for all.
- Provide support for those with protected characteristics through the pastoral care offered to parishioners.
- opposing all forms of harassment and prejudice and being pro-active in tackling and eliminating discrimination.
- promoting good relations between people from different groups within the Church and the wider Parish community.
- ensuring equality in all Church meetings and development, regardless of protected characteristic.
- a commitment to recognising the needs of different cultural backgrounds and responding to their needs.
- promoting equality of opportunity between disabled persons and other persons and encouraging participation by disabled people.
- welcoming prospective, parishioners, visitors to the church, parents and carers with disabilities into the School Community.
- taking into account differences by making reasonable adjustments for disabled people in the groups named above.
- promoting equality of opportunity between both male and female employees and pupils.
- promoting mutual respect and good relations between males and females.the elimination of sex discrimination and sexual harassment, whether physical or verbal.
- ensuring equality in church leadership and development, regardless of gender and sexual identity, with full respect for legal rights relating to pregnancy and maternity.

Responsibilities

It is the responsibility of **the P.C.C.** to ensure that:

- the church complies with all relevant equality legislation;
- this policy and related policies, strategies and procedures are implemented and carried out, reviewed regularly; and
- it is involved in addressing any serious breaches of this policy.

It is the responsibility of **the Rector and Churchwardens** to:

- work with the P.C.C. to ensure that all relevant policies, strategies and procedures are implemented and carried out and reviewed regularly;
- ensure that parishioners are aware of the Church's aims as set out in this policy and their responsibilities to act in accordance with this policy; and
- deal with any reported incidents of discrimination or harassment and delegate responsibility where appropriate to enable investigations to be carried out.

It is the responsibility of **all parishioners at the Church** to:

- be vigilant in all areas of the Church for any type of discrimination or harassment and deal with any prejudice-related incidents that may occur in an appropriate manner;
- promote an inclusive learning environment both in and outside of the church;
- support children within their church environment and community for whom English is an additional language; and
- attend relevant training to keep up to date with equality legislation and issues

Complaints

Any person who believes that this policy has been breached by the Church should make a complaint in accordance with the Church's Representation Rules and Regulations;

Parishioners who believe that they are a victim of discrimination or harassment should talk to the Rector or Churchwardens or any member of **P.C.C.**

How will breaches of this policy be dealt with?

Any breach of this Equality policy will be treated seriously. Every complaint will be investigated and investigations will be carried out independently and objectively. Complaints will be resolved in accordance with the procedures and timescales set out in the Church's Representation Rules and Regulations. The following principles will also apply:

- During the course of investigations, the accused should be informed of the complaint and have the opportunity to respond.
- Confidentiality should be maintained to the extent possible and the request of a witness to remain anonymous should be respected.
- A written record should be kept of the complaint and the subsequent investigations by the member of staff to whom the complaint was made and/or the member of staff carrying out the investigation.
- Both the complainant and the accused should be informed of the outcome of an investigation.

Monitoring and Review

The Church will collect, examine and use quantitative and qualitative data relating to the implementation of this policy and make adjustments as appropriate. This policy will be reviewed every 3 years or sooner if changes in legislation mean an amendment is required.

Policy ratified by Tattenhall PCC on November 7th 2017

Signed 

Rector

Revd. Canon Lameck Mutete