



The Parish of Chelmsford St Andrew Equality, Diversity and Inclusion Policy

Introduction

At St Andrew's Church we believe that:-

- All are made in the image of God.
- All have sinned and fallen short of the glory of God.
- We are loved by God and are called to love our neighbours as ourselves.
- As the body of Christ we all connected to one another, are to share and work together and all have a part to play.

As a church within the Diocese of Chelmsford as part of The Church of England, St Andrew's seeks to serve, include and support all members of the ecclesiastical parish, impartially and fairly in light of the Equality Act 2010 and irrespective of race, gender, faith, age, sexuality, cultural heritage disability or any other basis.

The Parochial Church Council (PCC) of St Andrew's is committed to encouraging a supportive, welcoming, and inclusive culture amongst its members and those it seeks to serve, minister to and work alongside. It is only right that as Christians we seek to promote diversity and inclusion and eliminate discrimination within all areas of our work and ministry.

Our aim is to ensure that all church members, committee members and volunteers are given equal opportunity and that our organisation is representative of all sections of society. Each member will be respected, included and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our members and not provide less favourable facilities or treatment on any ground. We are opposed to all forms of unlawful and unfair discrimination.

Equality and Diversity Policy

All members, no matter whether they are part-time, full-time, or temporary, paid or voluntary, will be treated fairly and with respect. When the clergy, officers and PCC select and appoint candidates for specific roles and areas of responsibility they will do so on the basis of their aptitude and ability in accordance with the Church of England's Safeguarding Policy and procedures. Notwithstanding the above, it may be a requirement for some paid and volunteer roles within the Church that the applicant be a practising Christian, under the "occupational requirement" regulations of the Equality Act.

All members will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole membership.

The PCC of St Andrew's commits:

- To create an environment in which individual differences and the contributions of all members are recognised and valued.
- To create a working environment that promotes dignity and respect for every member.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To promote equality and inclusion in the workings and activities of the church in a manner which believes is good management practice.
To encourage anyone who feels they have been subject to discrimination to raise their concerns with the Vicar and Churchwardens in the first instance.
- To encourage members to treat everyone with dignity and respect.
- To regularly review all our policies so that fairness is maintained at all times.

A copy of this policy will be published and kept on display

This equality, diversity and inclusion policy will be monitored and reviewed annually, at the first P.C.C meeting after the Annual Parochial Church Meeting to ensure that equality, diversity and inclusion are continually promoted.

Annual Policy Review

This is to confirm that the PCC of the Parish of Chelmsford St Andrew has reviewed this policy and found no amendments are needed.

Date reviewed and agreed by PCC