



## All Saints Church, Ladbroke

### Equality and Diversity Policy

#### 1. Introduction

The PCC of All Saints Church, Ladbroke celebrates and welcomes diversity in our church and in society as a whole. It believes that the Equality Act 2010 has the same underpinning values of justice, inclusion and that we should love our neighbour that are also at the heart of the Gospel.

At the same time, we are custodians of a Grade 1 Listed building that has been a place of Christian worship for many centuries and a churchyard used for Christian burials and, as an active church within the the Diocese of Coventry, our mission is to worship God, make disciples and transform communities.

The PCC is committed to proactive equal opportunities and welcomes all people:

- to worship services and all that happens in the life of Ladbroke church
- to visit the church and churchyard
- as volunteers and participants in the Heritage Project

#### 2. Responsibilities

The PCC :

- will not tolerate any breaches of this Policy and endeavour to ensure that all its activities and other policies are in accordance with this policy.
- will accept their obligations under current discrimination legislation that there should be no discrimination based on
  - age
  - sex
  - gender reassignment
  - being married or in a civil partnership
  - being pregnant or on maternity leave
  - disability - physical, sensory and neurological impairments, learning disability, mental health issues and long term limiting illnesses
  - race including colour, nationality, ethnic or national origin
  - religion or belief
  - sexual orientation

but in return expects that our members and volunteers do nothing that would be seen to undermine the Christian ethos of Ladbroke Church

and

for some specific positions, such as being on the PCC, or being involved in a faith-based role will require the postholder to be a practising Christian of a recognised denomination.<sup>1</sup>

- where practicable, will strive to make relevant adaptations and provide resources to make physical environments and services offered accessible to all.
- will promote an environment that treats all people with dignity and respect and provides equality of opportunity, recognising that it is possible for individuals, policies and structures to be unintentionally discriminatory or offensive and accepts that such attitudes and structures must be challenged.
- 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 our Equality and Diversity policy.

### **Implementing the policy**

- The PCC is responsible for the implementation of this policy, with the All Saints for all generations project leader (a member of the PCC) responsible for its implementation within the Heritage Project.
- It will be reviewed annually by the PCC.

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<sup>1</sup> Posts that are for the purpose of a religion can be restricted to a person from that religion. So it is legal to restrict a post for a youth worker or pastoral support worker to a Christian, as that would be essential to how the church delivers its mission and ethos. However, an office administrator or Heritage Project volunteer is not employed for religious purposes, so it would not be legal to restrict the post to Christians.