



The Parish of Gossops Green and Bewbush, St Alban's

Equality, diversity and inclusion policy

The Parish of Gossops Green and Bewbush, St Alban's is committed to encouraging equality, diversity and inclusion among our workforce and volunteer base, and eliminating unlawful discrimination.

The aim is for our workforce and volunteer base to be truly representative of all sections of society, and for each person to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of church members, beneficiaries, guests or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment or offering help as a volunteer, whether temporary, part-time or full-time
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

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.

The organisation commits to:

- Encourage equality, diversity and inclusion
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all employees and volunteers are recognised and valued

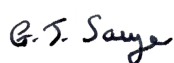
This commitment includes training everyone that interacts with other people about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination.

Everyone should:

- Understand that they, as well as the church's leadership, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their church duties, against other members of the church, hirers, visitors, suppliers and the general public
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by church duties, against other members of the church, hirers, visitors, suppliers and the general public. in the course of the church's activities. Such acts will be dealt with as misconduct under the church's grievance and/or disciplinary procedures, and appropriate action will be taken. For employed people, particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. For others, it could lead to removal from the electoral roll. Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
- Make opportunities for training, development and progress available to employed staff and volunteers. Decisions concerning staff should be based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- Monitor the make-up of the church and volunteer base regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy. Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

The equality, diversity and inclusion policy is fully supported by the Parochial Church Council (PCC).

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.



Signed:.....Incumbent.

Date:22/1/26.....

Reviewed January 2026

Date of next review: January 2027