



The Parish of Yate

The Diocese of Bristol

St. Mary's Church, Church Road, Yate
St. Nicholas' Church, Abbotswood, Yate
St. James' Church, Westerleigh,
St. Peter's Church, Wapley

EQUALITY AND DIVERSITY POLICY

Version 1.2

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Approved by the PCC at their meeting on.....2015



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1. Introduction

It is a fundamental element of the Christian faith that all people are created in the image of God with the potential to mature in their character and become ever more Christ-like. Part of this belief includes the understanding that all are given gifts by God, which when used appropriately and developed, bless the wider community and are, therefore, to be greatly valued. The picture that is used within the Bible is of a body made up of many parts which all need to function together for the good of the whole body.

The purpose of this policy is to establish a framework and procedures to ensure that within the planning and work of the Parish of Yate all people are valued and that their needs receive equal attention.

2. Definitions

- i. **The Parish** – refers to the Parish of Yate, which incorporates St. Mary's Church, Yate, St. Nicolas' Church, Abbotswood, St. Peter's Church, Wapley and St James' Church, Westerleigh.
- ii. **PCC** – refers to the Parochial Church Council of the Parish of Yate, which acts as the Trustee body for the parish and therefore carries the legal responsibility for its activities.

3. Our Policy

3.1 We believe that equality is a key principle for creating a fair and just society in which everyone has the opportunity to fulfil their potential - irrespective of their protected characteristics or any other recognised area of discrimination. We want this belief to permeate all aspects of parish life as we attempt to follow Jesus' example in welcoming and including everyone.

3.2 We believe that everyone has the right to be treated with dignity and respect. We want all members of the church or church activities and all that visit us to feel safe, secure, valued and of equal worth.

3.3 We believe that hospitality and equality should permeate all aspects of church and community life and is the responsibility of every member of the church community.

3.4 We seek to ensure that our services and activities are fully inclusive in meeting the needs of all people. We will promote equality of opportunity for all children and adults and value the diversity of identity, experience and gifts each person brings.

3.5 We seek to uphold the fundamental principles of the Christian faith and of Christian practice as mediated to us through the leadership of the General Synod and the Archbishop of Canterbury upon which this policy is based and reserve the right to require all employees of the Parish who are involved in any form of Christian ministry to embrace and adhere to Christian faith and practice.

4. Procedures to support implementation of the Policy

We welcome all members of the community. To achieve this:

- We advertise our services and activities widely.
- We aim to reflect the diversity of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We do not discriminate against people, or prevent entry to church services or activities, on the basis of their protected characteristics
- We develop and review our plans to ensure that people with disabilities can participate successfully in church services and activities.
- We take action against any discriminatory behaviour by anyone. Displaying of openly discriminatory and possibly offensive materials, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.

Employment

As a matter of Christian principle and in accordance with our vision and values, the parish will promote equality of opportunity in its employment policy and practice.

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all. However, where there is a genuine occupational requirement we may use the exemption clauses in relevant legislation to enable our activities to best meet the needs of those we seek to serve.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process.
- Where it is inherent in the nature of the job, the criteria will include a requirement that candidates have an active Christian faith.
- Applications for all posts may be asked about their willingness and ability to support the ethos of the church.

Leadership

All people exercising leadership roles in the parish will be expected to behave in a manner that is compatible with the precepts and the upholding of the tenets of the Church of England.

4. Policy Review

We will review this policy every three years from the date of approval.

Scripture

God created man in His own image, in the image of God He created him; male and female He created them. (Genesis 1:27)

From one human being he created all races of people and made them live throughout the whole earth. (Amos 5:24)

There is neither Jew nor Greek, there is neither slave nor free man, there is neither male nor female; for you are all one in Christ Jesus. (Galatians 3:28)

For there is no difference between Jew and Gentile, the same Lord is of all, and richly blesses all who call on him. (Romans 10:12)

For there is no partiality with God. (Romans 2:11)