

The Parish of Chingford - Ss Peter & Paul with All Saints

Equality, diversity and inclusion policy

1. The Parish is committed to encouraging equality, diversity and inclusion among our staff and volunteers, and to eliminating unlawful discrimination.
2. The aim of this policy is for our staff and volunteers to be representative of all sections of society and our parishioners, and for each person to feel respected and able to give their best.
3. The Parish - in providing services and/or facilities in accordance with its safeguarding policy and policies¹ for hire of its halls and churches - is also committed against unlawful discrimination of church members, beneficiaries, guests or the public.
4. This equality, diversity and inclusion policy's purpose is to:
 - a. provide equality, fairness and respect for all in our employment or offering help as a volunteer, whether temporary, part-time or full-time;
 - b. help ensure the Parish does not treat unfairly or discriminate unlawfully against any member, employee, contractor, volunteer or supporter because of any characteristic protected by law² including:
 - i. age
 - ii. disability
 - iii. gender reassignment
 - iv. marriage or civil partnership
 - v. pregnancy and maternity
 - vi. race (including colour, nationality, and ethnic or national origin)
 - vii. religion or belief
 - viii. sex
 - ix. sexual orientation
 - c. 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,

¹ These are: *Safeguarding Policy – Promoting a Safer Church*; *Church Letting Policy*; and *Hall Letting Policy*, all as approved and amended from time to time by the Parochial Church Council. These are all available on request from the Rector, churchwardens or Secretary to the PCC and the latter two, which also refer to safeguarding requirements, are given to each hirer when bookings are made.

² The Equality Act 2010

and selection for employment, promotion, training or other developmental opportunities.

5. Notwithstanding the above, it may be a requirement for some paid and volunteer roles within the Parish that the applicant be a practising Christian, under the “occupational requirement” regulations made under the Equality Act. This will be made clear when such roles are advertised.
6. The Parish commits to:
 - a. encouraging equality, diversity and inclusion;
 - b. maintaining 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 valued³;
 - c. taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of Parish activities⁴;
 - d. making opportunities for training, development and progress available as needed to staff and volunteers;
 - e. basing decisions concerning staff on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act);
 - f. reviewing employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law; and

³ This commitment includes training all employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the Parish provide equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination.

⁴ Such acts will be dealt with as misconduct under the Parish *Code of Conduct and Disciplinary Procedure* and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. The Parish *Code of Conduct and Disciplinary Procedure* and *Grievance Procedure* are available on request from the Rector, churchwardens or Secretary to the PCC. Use of these procedures does not affect an employee’s right to make a claim to an employment tribunal within three months of the alleged discrimination.

- g. periodical review by the Parochial Church Council of how the aims and commitments set out in this equality, diversity and inclusion policy are being met and consideration of action necessary to address any issues.

- 7. The equality, diversity and inclusion policy is fully supported by the Parochial Church Council .

Adopted by the PCC on 29 April 2025

For review by 30 April 2028