

Equality, Diversity and Inclusion Policy

Introduction

Latymer Community Church is fully committed to the promotion of equality of opportunity, valuing and embracing diversity and ensuring a holistic and inclusive approach in all fields of its activity. Latymer Community Church adheres to The Equality Act 2010 which recognises the following specific protected characteristics: gender, gender reassignment, race including colour, nationality, ethnic or national origin, disability, age, religion or belief, sexual orientation, marriage and civil partnership, and pregnancy and maternity leave. Equality, diversity and inclusion is central to the values of Latymer Community Church.

Scope

In accordance with Latymer Community Church's commitment to issues relating to equality, diversity and inclusion, all its staff and volunteers (including consultants and agency workers) have a duty to act in accordance with this Policy, by striving to create an environment free from discrimination.

Aim

The aim of this policy is to provide a framework of equality, diversity and inclusion in Latymer Community Church's values:

- To strive to ensure equality, diversity and inclusion are fully reflected in all aspects of church life.
- To ensure that Latymer Community Church is compliant with the statutory employment duties under the Equality Act 2010.
- To ensure Latymer Community Church attracts and retains a diverse workforce through appropriate recruitment and selection methods except in a matter of:
 1. Occupational Requirement - in the light of Latymer Community Church's Christian purpose and ethos it reserves the right to exercise legal exemptions under the Equality Act 2010 where it is declared that a Christian faith is integral to the work;
 2. Offending background - in any case where the criminal record history relates to the requirements of the post.

Definitions

Discrimination:

- a) Direct Discrimination' is where a person is treated less favourably than another not on the merits of the case but on the basis of a protected characteristic.
- b) 'Discrimination by association' occurs where a person is directly discriminated against by association with another individual who has a protected characteristic.
- c) 'Discrimination by perception' is where a person is directly discriminated against based on a perception that the person has a particular protected

characteristic even if the person does not actually possess that protected characteristic.

d) 'Indirect Discrimination' occurs when a provision, practice or criterion that applies to everyone particularly disadvantages people who share a protected characteristic.

Harassment:

Is unwanted conduct related to a protected characteristic which has the effect of violating an individual's dignity. There are three types:

- a) Harassment related to a protected characteristic
- b) Sexual harassment
- c) Less favourable treatment of a worker related to a protected characteristic.

Victimisation:

Occurs when an individual is treated badly or has suffered a detriment because they have made or supported a complaint or raised a grievance.

Implementation

The Trustees will ensure the commitment of Latymer Community Church to equality, diversity and inclusion is communicated to all Staff, volunteers and users of its services. All Staff are responsible for promoting equality, diversity and inclusion and conducting themselves in accordance with this Policy.

Trustees, Staff, and volunteers are expected to:

- Lead by example, encouraging equality, diversity and inclusion in all situations in accordance with this policy.
- Be responsible for creating an environment where the differences that individuals bring are valued.
- Report any inappropriate behaviours(s) and raise any incident(s) that breach this policy to their line manager or the Trustees, as appropriate.

Trustees and Line Managers are expected to:

- Ensure the church knows about this policy and that staff and volunteers understand their responsibilities for implementing it, regularly offering training in the principles and practices of this policy to employees and volunteers.
- Embed equality, diversity and inclusion in all decision making processes.

Recruitment of employees and volunteers

In employment, Latymer Community Church seeks to recruit the right mix of talent, skills and potential, promoting equality for all, and welcomes applications from a wide range of candidates. Candidates are selected for interview based on their skills, qualifications, experience and commitment to the vision and purpose of Trust. As an organisation seeking to deliver services within a Christian context, some posts can only be filled by Christians. The nature of these posts or the context in which they are carried out, and their link to the ethos of Latymer Community Church, give rise to a

Genuine Occupational Requirement for the post holders to be Christians as per Latymer Community Church's Equal Opportunities Statement and Recruitment Process.

Equality, diversity and inclusion in church life

Latymer Community Church expects the congregation and visitors to:

- promote respect for others and treat everyone fairly;
- encourage the use of inclusive language and images in conversations, worship, literature and publicity;
- seek to address the inequalities of opportunity faced by people in underrepresented groups, identify and work to remove barriers to participation in church life;
- challenge all forms of discrimination, harassment and victimisation within the church and take steps to bring it to an end.

4. Equality, diversity and inclusion in provision of services

In this context, 'services' does not refer solely to meetings of the church on Sundays, but also to the whole range of activities that Latymer Community Church offers both for members of the church and for the wider community. Latymer Community Church is committed to providing such services on a fair and equitable basis, regardless of any of the protected characteristics named above. No person wishing to use a service that Latymer Community Church provides will be treated less favourably than any other person on any grounds. We will take all reasonable steps to ensure that our premises are accessible to those with disabilities in order for them to use the services that Latymer Community Church provides.

Breaches of the Policy

If any building user, visitor or volunteer believes that they have been subject to discrimination, harassment or victimisation or have a complaint about any aspect of Latymer Community Church's service they can speak or write to the Church Leader or the Chair of Trustees if it relates to the Church Leader, and ask for the details to be recorded in the complaints record in accordance to Latymer Community Church's Complaints Policy. Please address written complaints to the relevant person via email to office@latymer.org.uk or letter to Latymer Community Church, 240 Lancaster Road, London, W11 4AH.

Following Latymer Community Church's Grievance Procedure, employees are encouraged to raise issues on an informal basis with their manager with a view to early resolution of any issues or complaints at work as it is hoped that this approach may resolve problems as part of working together effectively. If the employee feels unable to speak to their line manager, for example, because the complaint concerns them, then they should speak informally to the Church Leader or the Chair of Trustees if the complaint concerns the Church Leader. Employees may choose to do this formally.

Allegations regarding potential breaches of this Policy will be treated in the strictest of confidence and duly investigated. Those who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations made by employees which are found to have been made in bad faith will, however, be dealt with under the Disciplinary Procedure.

Monitoring and Review

The Church Leader is responsible for monitoring the implementation of this Policy. A review is due every 2 years.

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