

## EQUALITY POLICY

Everyone is equal and we treat each other with dignity and respect. Our church is a place where everyone should be able to flourish in a loving and hospitable community. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity.

We are committed to promoting the understanding of the principles and practices of equality – treating all members of our community as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist and homophobic, biphobic and transphobic bullying and language.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, gender identity, race, religion, sex and sexual orientation. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

We ensure that the principles listed above apply to all of our policies and the Parish will take positive measures to combat unlawful discrimination (whether direct or indirect) against any employee, worker, volunteer, or against any user of any service that we offer. In practice, this will mean that, in so far as our user policy permits, we will:

- Take steps to ensure that our parish buildings are accessible and usable by all;
- Seek to encourage those sections of our community who are under-represented into a fuller participation in parish life;
- Ensure particular care is taken to properly deal with any complaints of discrimination.