

Appendix 7: Inclusion, Equality and Diversity Policy (approved by PCC May 2024)

Inclusion, Equality & Diversity Policy

There has been a church on the site of Holy Trinity, Horfield for over 900 years and as a church within the Diocese of Bristol and part of The Church of England, seeks to serve and support all members of the ecclesiastical parish impartially and fairly. This is driven by our understanding that we are all made in the image of God and the gospel imperative to welcome and value all people, particularly those that society considers to be 'outcast'.

The Equality Act 2010 identifies that it is unlawful to discriminate in employment and the provision of goods and services on the basis of race, sex, religion, gender reassignment, age, sexual orientation, disability, marital status or pregnancy/maternity; religious organisations are able to apply some exemptions in the application of this legislation.

The Parochial Church Council (PCC) of the Ecclesiastical Parish of Holy Trinity with St Edmund is registered with the Charity Commission: 1132013 and is dedicated to encouraging a supportive and inclusive culture amongst its members and those it seeks to serve, minister to and work alongside. It is within our best interest to promote inclusion and eliminate discrimination within all areas of our work and ministry.

Holy Trinity Horfield is a member of the Inclusive Church network. The church has also adopted the following mission statement:

“Whoever you are; wherever you come from, everyone is welcome here.”

Our aim is to ensure that all church members, committee members and volunteers are given equality of opportunity and that our organisation is representative of all sections of society. Each member will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and inclusion to all our members and not provide less favourable facilities or treatment on any ground. We are opposed to and will actively work to remove any form of unlawful or unfair discrimination within the work of Holy Trinity Horfield. All members, no matter whether they are part-time, full-time, or temporary, paid or voluntary, will be treated fairly and with respect. When the clergy, officers and PCC select and appoint candidates for specific roles and areas of responsibility they will do so on the basis of their aptitude and ability.

All members will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole membership.

The PCC of Holy Trinity, Horfield commits

- To create an environment in which individual differences and the contributions of all members are recognised, valued and included.
- To create a working environment that promotes dignity and respect for every member.
- To apply exemptions to legislative requirements judiciously and only after careful consideration whilst working to maintain our commitment to inclusive welcome.
- Not to tolerate any form of intimidation, bullying, or harassment, and to work with those that breach this policy to ensure that a breach is not repeated.
- To promote inclusion equality in the workings and activities of the church in a manner which believes is good management practice.
- To work to improve accessibility of our buildings, information, communication, opportunities and services.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns with the Rector and Churchwardens in the first instance.
- To encourage members to treat everyone with dignity and respect.
- To regularly review all our policies so that inclusion and fairness is maintained at all times.

A copy of this policy will be published and kept on display in the church at all times.

This Inclusion, Equality and Diversity policy will be monitored and reviewed annually, at the first PCC meeting after the Annual Parochial Church Meeting to ensure that inclusion, equality and diversity are continually promoted.

Agreed Unanimously at PCC date: 22nd May 2024

Date for review: May 2025