

POLICY FOR EQUALITY, DIVERSITY AND INCLUSION

St. Luke's Church is part of the River Mude Benefice and is in the parish of Burton.

St. Luke's seeks to serve and support all members of the ecclesiastical parish, impartially and fairly in light of the Equality Act 2010 and irrespective of race, gender, faith, age, sexuality, cultural heritage disability or any other basis. Every member of our church community matters.

The Parochial Church Council (PCC) of the Ecclesiastical Parish of St. Luke's is dedicated to encouraging a supportive and inclusive culture amongst its members and those it seeks to serve, minister to and work alongside. We will continue to promote diversity and eliminate discrimination within all areas of our work and ministry.

Our aim is to ensure that all church members, committee members and volunteers are given equal opportunity and that our organisation is representative of all sections of our community. Each member will be respected and valued for who they are and for what they contribute.

This policy reinforces our commitment to providing equality and fairness to all of our members and not provide less favourable facilities or treatment on any ground. We are opposed to all forms of unlawful and unfair discrimination.

All members, no matter whether they are paid or voluntary, will be treated fairly and with respect. When the clergy and PCC select and appoint candidates for specific roles and areas of responsibility they will do so on the basis of their aptitude, ability and according to Church of England canon law.

All members will be given help and encouragement to develop their full potential and utilise their unique talents. We know that ensuring everyone has a fair chance to flourish is simply the right thing to do.

As a church we aim:

- To create an environment in which mutual understanding, empathy, the exchange of different viewpoints and the contributions of all members are recognised and valued.
- To promote quality in the workings and activities of the church in a manner which believes is good practice.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns with the Vicar in the first instance.
- To encourage members to treat everyone with dignity and respect.

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

This policy will be reviewed annually to ensure that equality, diversity and inclusion is continually promoted.

As God loves all people unconditionally so St. Luke's will seek to live out that unconditional love in every part of church life.

The Rev'd Kathy Hicken, Vicar of the River Mude Benefice
Date: 13th May 2024

