

The Parish of Swaythling

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St Alban's and St Mary's Churches

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Swaything Parish
St Alban's & St Mary's Churches

Parish of Swaythling

Equality, Diversity and Inclusion Policy

1. Policy Statement

Swaythling Parish is committed to creating a welcoming and inclusive environment for all employees, volunteers, worshippers, and visitors. We believe that diversity enriches our church community and allows us to better serve our parish and the wider community. This policy outlines our commitment to promoting equality, diversity, and inclusion in all aspects of our church operations.

2. Purpose

The purpose of this policy is to:

- Promote a culture of equality, diversity, and inclusion within Swaythling Parish.
- Ensure that all individuals are treated with respect, dignity, and fairness.
- Prevent discrimination, harassment, and victimization
- Foster an environment where individual contributions are valued and everyone has the opportunity to participate fully in the life of the church.

3. Principles

- **Equality of Opportunity:** We are committed to providing equal opportunities for all individuals, regardless of race, ethnicity, gender, sexual orientation, age, disability, socioeconomic status, or any other characteristic (the Equality Act 2010 protected characteristics). We will ensure that all activities, programs, and services are accessible to everyone.
- **Respect for Diversity:** We recognize and celebrate the unique contributions of individuals from diverse backgrounds. We encourage open dialogue, understanding, and appreciation for different perspectives, cultures, and experiences.
- **Inclusion:** We are dedicated to creating an inclusive environment where everyone feels welcomed, valued, and heard. We will actively seek to involve individuals from underrepresented groups.

- Anti-Discrimination: Discrimination, harassment, or exclusion of any kind based on race, gender, sexual orientation, ability, age, or any other characteristic will not be tolerated. We will take appropriate action in response to any incidents of discrimination or harassment.

4. Scope

This policy applies to all employees, volunteers, and representatives of Swaythling Parish. It covers all church activities, including worship services, meetings, community outreach, and church events.

5. Responsibilities

Swaythling Parish is committed to promoting equality, diversity, and inclusion in all aspects of our church operations and services, so that all are welcomed and included. We will:

- Ensure that recruitment, selection, training, promotion, and other volunteer and employment practices are conducted fairly, without discrimination
- Provide reasonable adjustments for employees and volunteers who have disabilities or additional needs to enable them to participate in church activities.
- Ensure that church facilities are as accessible as possible, and that barriers to participation are addressed appropriately.
- In relation to matters of religion and belief, where roles are recognised as having Genuine Occupational Requirements (and in accordance with the Employment Equality Regulations 2003). we reserve the right to appoint staff or volunteers who are supportive of the Christian ethos of the church.

All church employees and volunteers are expected to :

- respect and support the principles of this policy
- challenge discriminatory behaviour and attitudes and report any incidents of discrimination or harassment to a team leader or the vicar.

Date: 18 September 2024

Review: September 2027