



# Diversity, Inclusion and Equality Policy

**Approved by Directors:  
January 2026**

ISSUE	DATE	DESCRIPTION
Issue 1	2006	Document created
Issue 2	2017	General review, update and reformatting
Issue 3	2019	Review
Issue 4	2021	Review, update to formatting
Issue 5	2023	Update to new policy format. Changes to wording as required for this
Issue 6	2025	Update to policy name. Updates using Stewardship model for guidance.

## 1. Policy Statement

Churchcentral (CC) is committed to the equitable treatment of all human beings and to promoting equal opportunities in employment and creating a workplace culture where diversity and inclusion are valued and everyone is treated with respect. All staff and job applicants will receive equal treatment regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, and sexual orientation, except where the church is able to rely on any of the religion or belief occupational requirements explained and set out Section 3.4.

We believe, in line with the teaching of the Bible, that:

- All people are created in God's image and are equally loved by God.
- In his ministry Jesus demonstrated God's love by his openness to all people, particularly those who were marginalised.
- In the power of the Holy Spirit, the mandate of the local church is to show the same openness to all people in our own society.

## 2. Roles and Responsibilities

### 2.1 The Directors' responsibilities include:

1. Being familiar with the Diversity, Inclusion and Equality Policy.
2. Ensuring all personal conduct is compliant with the policy, which has regards to the Equality Act 2010 and the Commission for Racial Equality Code of Practice.
3. Ensuring all employment practices are conducted in accordance with this Policy.
4. Ensuring staff are trained in this area as required.
5. Responding to and investigating formal complaints in this area.
5. Periodically reviewing and amending the policy as necessary.

### 2.2 Staff and elder responsibilities include:

1. Reading and understanding the Diversity, Inclusion and Equality Policy.
2. Ensuring all personal conduct is compliant with the policy, which has regards to the Equality Act 2010 and the Commission for Racial Equality Code of Practice.
3. Reporting any incidents which go against this policy.

## 4. Equal Opportunities Processes and Procedures

### 3.1 Definitions

**Direct discrimination:** Treating one person worse than another person because of a protected characteristic.

**Indirect discrimination:** When there is a practice, policy, or rule; which applies to everyone in the same way; but it has a worse effect on some groups because of their characteristics than others.

**Harassment:** Behaviour towards another person on the grounds of that person's sex, age, race, religious belief, political opinion, disability, or sexual orientation which has the purpose or effect of violating dignity and/or creating an intimidating, hostile, degrading, and humiliating environment for that person.

**Victimisation:** Someone is treated badly because they complain about discrimination or help someone who has been discriminated against.

### 3.2 Prevention

CC works to ensure diversity, inclusion and equality by:

- Raising staff awareness of this policy.
- Providing on-going staff training.
- Creating a culture of respect.
- Having procedures for reporting instances where the policy is not adhered to.
- Monitoring the services provided and the availability of these services to potential service users.

### 3.3 Provision of Services to the Public

CC will ensure that in all services provided to the public they do not give less favourable treatment to anyone on the grounds of any protected characteristic and will make it possible for all who wish to join in the public worship of God to feel welcome to do so regardless of any protected characteristic.

### 3.4 Employment

This policy applies to all aspects of employment with us, including recruitment, pay and conditions, training, appraisals, promotion, disciplinary and grievance procedures, and termination of employment.

In this CC reserves the right to employ only those persons deemed suitable by the Directors of Churchcentral Trust with regards to their personal beliefs and values. CC finds it necessary for certain roles within the church to employ only those individuals whose personal beliefs and values are compatible with the Statement of Faith of Churchcentral Trust and live a life consistent with those beliefs.

Recruitment, promotion and other selection exercises such as redundancy selection will be conducted based on merit, against objective criteria that avoid discrimination. Job applicants will not be asked questions which might suggest an intention to discriminate on grounds of a Protected Characteristic (subject to CC relying on one of the religion and belief occupational requirements set out above). For example, applicants should not be asked whether they are pregnant or planning to have children.

Job applicants should not be asked about health or disability before a job offer is made, except in the very limited circumstances allowed by law: for example, to check that the applicant could perform an intrinsic part of the job (taking account of any reasonable adjustments), or to see if any adjustments might be needed at interview because of a disability. Where necessary, job offers can be made conditional on a satisfactory medical check.

If you have a disability or become disabled, we encourage you to tell us about your condition so that we can consider what reasonable adjustments or support may be appropriate.

CC will ensure that all employees' pay and conditions, training and appraisals are solely based on job requirements and the individual's ability for that work, and the application of all CC policies and procedures will be done fairly and without discrimination.

Part-time and fixed-term employees will also be treated the same as comparable full-time or permanent employees and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate) unless different treatment is justified.

### **3.5 Raising a concern or complaint about discrimination**

If you believe you or someone else have suffered discrimination, whether directly or indirectly, harassment or victimisation you should follow our Anti-Bullying and Harassment Policy, raising the matter as quickly after the incident or occurrence as possible – CC is committed to dealing with any incidents of discrimination and/or harassment as quickly as possible.

We take a strict approach to breaches of this policy, which will be dealt with in accordance with our Disciplinary Procedure. Serious cases of deliberate discrimination may amount to gross misconduct resulting in dismissal. Complaints will be treated in confidence and investigated as appropriate. You will not be victimised or retaliated against for complaining about discrimination. However, making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with under our Disciplinary Procedure.

## **5. Review**

This policy will be reviewed every two years or as required/considered appropriate by the Directors following any significant changes.