



Inclusivity Policy

Introduction

As an Inclusive Cathedral we celebrate that all people are created equal by God. We aim to welcome all people as bearers of God's image, treating them with dignity, respect and fairness. We seek to work with other organisations that promote diversity and inclusion, challenge prejudice, address ignorance and tackle hate-crime.

We oppose all forms of unfair and unlawful discrimination or victimisation. To that end the purpose of this policy is to ensure dignity and respect for all.

This policy goes hand in hand with Chapter's Dignity at Work Policy, its Discrimination and Equal Opportunities Policy and its Safeguarding Statement.

Policy Statement

Chapter maintains that discrimination, bullying or harassment are prohibited and will not be tolerated on the grounds of age, gender, race, disability, religion, pregnancy and maternity, sexual orientation, gender reassignment, and marriage and civil partnership ("protected characteristics" in the Equality Act 2010).

We aim to ensure that no one receives less favourable facilities or treatment (either directly or indirectly) in recruitment, employment, as a member of our congregation, or as a volunteer as a result of these protected characteristics. Our staff, volunteers and congregation will not discriminate directly or indirectly, or harass colleagues, visitors or congregation because of these protected characteristics.

Our aim is for our staff, volunteers and congregation to be truly representative of all sections of our community with each individual respected and able to give their best within the Cathedral community.

Chapter promotes equal opportunities. All staff, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

Our Commitment

- To create an environment in which individual differences and the contributions of all our staff, volunteers and congregation are recognised and valued.
- Everyone is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- We will regularly review all our practices and procedures to ensure fairness.
- Breaches of our inclusivity policy will be regarded as unacceptable and will be taken seriously. Where necessary this will lead to an investigation and applicable action taken.

Responsibilities of Chapter and Management Team

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with Chapter and the Management Team to ensure that they and all others operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination.

Each member will ensure that

- all are aware of the policy and the arrangements, and the reasons for the policy;
- grievances concerning discrimination are dealt with properly, fairly and as quickly as possible;
- proper records are maintained.
- Chief Operating Officer will be responsible for monitoring the operation of the policy in respect of employees and job applicants.
- Chapter will be responsible for monitoring the operation of the policy in respect of volunteers and the congregation.

Responsibilities of Staff, Volunteers and Congregation

Responsibility for ensuring that there is no unlawful discrimination rests with all staff, volunteers and congregation and is crucial to the successful operation of the Cathedral. In particular, all members of the Cathedral community should:

- comply with the policy and arrangements;
- not discriminate in their day to day activities or induce others to do so;
- not victimise, harass or intimidate others or groups who have, or are perceived to have one of the protected characteristics.
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
- inform Chapter or the Chief Operating Officer if they become aware of any discriminatory practice.

Complaints concerning discrimination or victimisation will be dealt with in accordance with Chapter's Grievance and Disciplinary Procedures. Complaints will be fully investigated, and discriminatory acts will be dealt with as misconduct with appropriate action taken. Chapter will take all reasonable steps to ensure such harassment does not happen again.

Developing Practice

On behalf of Chapter, the Canon Pastor & Sub Dean has responsibility for the development of our inclusive practice. This responsibility is fulfilled in consultation with the Management Team and in practice with the Chief Operating Officer or the Pastoral Support Team Coordinator.

The SCIE audit in 2019 praised our inclusivity of children and young people with special educational needs. However, we are not complacent, and we recognise that inclusivity

requires ongoing attention and there is always room for becoming more inclusive. In particular, we are currently exploring how to become more dementia-friendly and how we can participate in tackling racism in society.

Appropriate monitoring will be put in place to ensure the aims and commitments in this policy are met regarding equality, diversity and inclusion at the Cathedral. Monitoring will include assessing how the policy, and any supporting action plan, are working in practice, as well as considering and taking action to address any issues.

September 2020