

## Equality, Diversity and Inclusion Policy



Godmanchester Baptist Church

Godmanchester Baptist Church is open to all members of the public. Our aim is for the Church to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every individual equally regardless of their age, disability, gender, race, sexual orientation, gender reassignment, religion or belief.

Our building is accessible to wheelchair users and we have a loop system installed in the building which is available when we are using the PA system. We are committed to ensuring that anyone can attend our activities if they wish and will reassess our provision to meet needs where necessary.

All trustees and members of the church will have the Equality, Diversity and Inclusion Policy explained to them and will undertake to comply with and to implement the policy within the activities organised by the church.

### Code of Conduct

- People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, religion, disability and/or age.
- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated on the ground of his or her race, nationality, gender, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

### Dealing with Complaints

- The Trustees will take complaints of discrimination and harassment very seriously using the Church Complaints Policy.
- They will investigate them thoroughly and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
- If the complaint is against a particular individual, the committee will hear their point of view.
- The Trustees will decide the action to take based on the principle of ensuring the continued inclusion and safety of any individual who has experienced discrimination or harassment.
- Any decision to terminate someone's membership will be made in line with the rules set out in the Constitution.

Part 14 Section 195 of the Equality Act 2010 makes provision for the Church to discriminate on the basis of religion or sexual orientation in restricting membership, participation in activities and use of premises. The Leadership Team will determine, on a case-by-case basis, when it is appropriate to use this provision.

**Adopted:** May 2021

**Next Review Date:** May 2024