

## THE DIOCESE OF PETERBOROUGH

### EQUALITY AND INCLUSION POLICY STATEMENT

***There is neither Jew nor Greek, slave nor free, male nor female,  
for you are all one in Christ Jesus (Galatians 3:28)***

THE DIOCESE OF PETERBOROUGH is committed to ensuring that all individuals and groups are treated fairly and valued equally. The Diocese will be governed by this commitment in its dealings with its own clergy, licensed lay-workers, employees, volunteers, worshippers and all with whom it has contacts or dealings.

#### *Good Practice*

The Diocese will, in its implementation of this policy, do its best to follow good professional practice as laid down in legislation, the associated Codes of Practice, and advice offered by the Equality and Human Rights Commission (which took over from the Commission for Racial Equality, the Equal Opportunities Commission and the Disability Rights Commission as a result of the Equality Act 2006).

#### *Fair and Equal Treatment*

The Diocese will oppose all unlawful or unjust direct and indirect discrimination against individuals and groups. In the recruitment of lay and ordained office-holders, employees and volunteers, and in the provision of training and ministry, it will act fairly and objectively without imposing irrelevant conditions.

#### *Fair and Equal Regard*

The Diocese will treat all individuals and groups with equal respect for their human rights, dignity and the proper consideration of their needs. The Diocese will take all reasonable, practical measures that may be needed to provide individuals or groups with equal opportunities to gain access to its worship, its ministry and to its services. Selection criteria and procedures for employment, both paid and voluntary, will be relevant, open, objective and applied equally and fairly to all.

#### *Conditions and Genuine Occupational Requirements*

The Diocese serves and represents the Church of England. When the Diocese's legal, moral and spiritual obligations make it necessary, a particular condition or genuine occupational requirement may need to be imposed. When this is done, any condition or requirement will be clearly stated, explained and applied fairly and equally to all concerned.

#### *Implementation and Review*

The Diocese will ensure that its Equality and Inclusion Policy is being implemented, monitored and regularly reviewed. It will issue procedures and advice to support equality and inclusion in all that it does; to improve access to services, employment, office-holding, ministry, training and voluntary. This policy statement will be reviewed every three years.