

# POLICY FOR EQUALITY AND DIVERSITY 2022

There has been a church on the site of St Mary's Church, Linton for over 900 years and as a church within the Granta Deanery in the Diocese of Ely and part of the wider Church of England, it seeks to serve and support all members of the ecclesiastical parish, impartially and fairly in light of the Equality Act 2010 and irrespective of race, gender, faith, age, sexuality, cultural heritage, disability or any other criteria.

The Parochial Church Council (PCC) of the Ecclesiastical Parish of St Mary the Virgin Linton is registered with the Charity Commission: 1138508 and is dedicated to encouraging a supportive and inclusive culture amongst its members and those it seeks to serve, minister to and work alongside. We recognise that it is in our best interest to promote diversity and eliminate discrimination within all areas of our work and ministry.

Our aim is to ensure that all church members, committee members, volunteers and visitors are given equal opportunity and that our organisation is as representative of all sections of society as possible.

This policy reinforces our commitment to providing equality and fairness to all in our community and not provide less favourable facilities or treatment on any grounds.

We are opposed to all forms of unlawful and unfair discrimination.

All members, no matter whether they are part-time or full-time, temporary or permanent, paid or voluntary, will be treated fairly and with respect. When the clergy, officers and PCC select and appoint candidates for specific roles and areas of responsibility they will do so on the basis of their aptitude and ability.

Each member will be respected and valued and so enabled to give their best as a result. All members will be given help and encouragement to develop their full potential and utilise their unique talents and develop their unique contributions to the community.

The PCC of St Mary's Linton commits to creating:

- an environment in which both the individual differences and the contributions of all members are recognised and valued.
- a working environment that promotes dignity and respect for every member.

The PCC of St Mary's Linton will encourage:

- members to treat everyone with dignity and respect.
- anyone who feels they have been subject to discrimination to raise their concerns with the Rector and Churchwardens in the first instance.

The PCC of St Mary's Linton will:

- promote equality in the workings and activities of the church in a manner which believes is good management practice.
- not tolerate any form of intimidation, bullying, or harassment, and undertakes to discipline those that breach this policy.
- will regularly review all our policies so that fairness is maintained at all times.

A copy of this policy will be published on the church website.

This equality and diversity policy will be monitored and reviewed annually, at the first PCC meeting after the Annual Parochial Church Meeting to ensure that equality and diversity is continually promoted.