

Charity Number 1188057

Equality, Diversity and Inclusion Policy – Rye Baptist Church CIO

The following policy applies to all aspects of all the work and reach of Rye Baptist Church CIO and the work of Rye Food Bank. The provisions in it apply to employees, volunteers, church members, visitors and food bank clients.

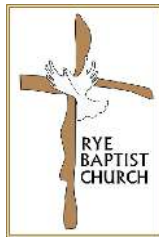
Purpose of the Policy

This policy is written to ensure that every person within or coming into contact with Rye Baptist Church CIO is treated as a human being worthy of respect and care and support. It underlines our commitment not to discriminate in any way whatsoever between people because of the following protected characteristics:

- Age
- Disability
- Gender
- Sexual orientation
- Race (including ethnicity, skin colour and nationality)
- Religious belief

It confirms our commitment to be alert to any such discrimination which may be contrary to the Equalities Act 2010, and to apply corrective measures if any such discrimination becomes evident. It also confirms our commitment to protect individuals from bullying, harassment and unfair treatment.

Rye Baptist CIO will not permit unlawful discrimination in pay, benefits and working conditions for employees, opportunities for volunteers and services and care given to church members, visitors and clients. Neither will it permit discrimination against any person who may be pursuing a vacancy, whether for employment or voluntary input, on any of these grounds. The exception to this is in relation to the protected characteristic of religious belief, where being a Christian or complying with a requirement related to religious belief, is an occupational requirement having regard to the ethos of the Church, and the nature of the employment or the context in which it is carried out, as defined in Schedule 9 of the Equalities Act 2010.



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Rye Baptist Church will provide awareness training in the identification and handling of any contravention of this policy, and in the provisions of the legal framework in which it is set, in particular the Equality Act 2010 and the Protection from Harassment Act 1997.

Rye Baptist Church will conduct on-going reviews of conformance with this policy at least once a year, introducing improvements wherever they are beneficial. This policy has been set and agreed by the CIO Management Committee, comprising:

Approved by

Full Name: _____

Signature : _____

Position : _____

Full Name: _____

Signature : _____

Position : _____