

Inclusive Church: Equality Policy



1. The Inclusive Church Network's 'statement of belief' informs the values, culture and work of the organisation. Every member, both individual and corporate, must endorse it as a qualification of membership. It is:

We believe in inclusive Church – church which does not discriminate, on any level, on grounds of economic power, gender, mental health, physical ability, race or sexuality. We believe in Church which welcomes and serves all people in the name of Jesus Christ; which is scripturally faithful; which seeks to proclaim the Gospel afresh for each generation; and which, in the power of the Holy Spirit, allows all people to grasp how wide and long and high and deep is the love of Jesus Christ.

2. Inclusive Church believes in equality of opportunity and values all individuals, seeking to promote diversity and to respond to the needs of all in a fair and equitable manner. IC believes that all people have a right to employment, volunteering opportunities and services which are free from direct and indirect discrimination on grounds of economic power, gender, mental health, physical ability, race or sexuality. We seek to reduce unfair discrimination in society and to eliminate such practices within the organisation.
3. IC will seek to meet its responsibilities in relation to the laws prohibiting discrimination on grounds of race, sex, disability, age, sexual orientation and religion, as well as its broader commitment to justice and equality.
4. All individuals at every level in IC have some level of responsibility for ensuring that this Policy is carried out, and breaches of this Policy will be regarded as disciplinary offences. Training in promoting equality and respecting diversity will be provided for IC staff and volunteers as part of their induction process and also as changes are made to this Policy.

- 5.** Overall responsibility for this policy is vested in the National Coordinator in liaison with the Chair of the trustees.
- 6.** The trustees will review this policy annually.

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