

Equality, Diversity and Inclusion policy

Gorse Hill 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. We aim to treat every individual equally regardless of their age, disability, gender, race, sexual orientation, gender reassignment, religion or belief.

Our work to embed equality, diversity and inclusion is anchored in the Biblical truth that we are all made in the image of God. Based on this premise, the duties as applied to the protected characteristics, set out in the Equality Act 2010 that require us to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

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

It is the general expectation that all members will behave and act in an acceptable manner treating others with courtesy, respect and consideration and conducting themselves professionally when interacting with members of the church community. Unacceptable behaviour including bullying, harassment and victimisation or discrimination; including but not limited to the protected characteristics covered by the Equality Act 2010, will not be tolerated and any allegations will be taken seriously and dealt with appropriately.

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 must 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 grounds of his or her race, nationality, gender, sexual orientation, gender reassignment, disability or age. Incidence of harassment will always be taken seriously.

Dealing with Complaints:

- The trustees will take complaints of discrimination and harassment very seriously using the church complaints policy.

Part 14 Section 195 of the Equality Act 2010 makes provision for the church to discriminate on the basis of religion or sexual orientation and 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.

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