Equality and Diversity policy

All Hallows church, Cheadle, Stockport.

Enabling all to belong and Flourish

This policy forms part of our commitment to fostering healthy relationships and employment.

The church is made up of people from a wide variety of backgrounds .We are committed to being an equal opportunities organization and creating a supportive and inclusive environment where each person in all their unique differences feels a sense of belonging and can flourish irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity .

We believe that the church is community of God people and recognizes that all people are of equal importance in the eyes of God. We are committed to the principles and practices of equality -fairly and consistently treating each person according to their diverse needs and valuing our differences.

The church will not discriminate or treat any individual less favorably on the grounds of sex, gender, reassignment, race, disability, sexual orientation, religion, or belief, marriage, and civil partnership, and pregnancy and maternity, we will challenge discrimination in accordance with the Equality Act 2010.

Sometimes we may have to treat people differently, for example to accommodate a disability or to meet occupational requirements for a position. some lay posts may give rise to an occupational requirement that the post holder has a commitment to the Christian faith.

The church believes that our ethos around equality, diversity and inclusion emerges from a desire and motivation to express Christs love to those whom we serve and to reflect this love in our relationships one another and with our community.

Purpose and commitment

Our aim is for everyone in the church and visiting the church to feel that they are welcomed, belong and are valued for who they are and what they contribute. This policy sets out our legal obligations and commitments within the framework of the Church of England, to acknowledge our diverse parish and better reflect of church membership to reflect our parish community, thus achieving our vision of being more Christ like church, compassionate and courageous for the sake of Gods world. Where:

- People are treated fairly and with dignity and respect.
- We create a working environment that promotes dignity and respect for everyone.
- Equality of opportunity for learning and development is promoted for everyone.
- Discrimination is challenged including unconscious bias and micro-aggression.
- Everyone can flourish and reach their full potential, and we respond positively to diverse needs and circumstances.
- We ensure that equality, diversity, and inclusion are embedded within our recruitment of volunteers and employees through our safer recruitment processes.
- We encourage anyone who feels they have been subject to discrimination to raise their concerns, so we can apply corrective measures.

Scope

The policy applies to all employees and volunteers working across the church.

Signatures

Vicar –Paul Cummng

Date September 2026